

1 **ARTICLE 23**
2 **SALARIES**

3 **23.1 Promotion Increases.**

4 (a) Promotion salary increases shall be granted on August 8 following that promotion
5 in an amount equal to 9.0% of the employee's salary as of August 7 in recognition of
6 promotion to one of the following ranks: Associate Professor, Associate Instructor,
7 Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, Associate
8 Instructional Designer, Associate Instructional Specialist, and Associate University
9 Librarian.

10 (b) Promotion salary increases shall be granted on August 8 following that promotion
11 in an amount equal to 10.0% of the employee's salary as of August 7 in recognition of
12 promotion to one of the following ranks: Professor, Senior Instructor, Senior Lecturer,
13 Scholar/Scientist/Engineer, University Librarian, Senior Research Associate, Senior
14 Instructional Specialist, and Senior Instructional Designer.

15 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be
16 implemented as soon as practicable.

17 **23.3 One-Time Payment for 2025-2026 and Other Salary Increases for 2025-2026 and**
18 **2026-2027.**

19 ~~(a) There was no salary increase or one-time payment for 2023-2024.~~

20 (a**b**) One-time payment for 202~~5~~4-202~~6~~5. Effective ~~April 24, 2026~~November 22,
21 ~~2024~~ (and distributed on pay date ~~May 15, 2026~~December 13, 2024), the university shall
22 provide a one-time payment to each Education and General (E&G) employee who was in
23 a continual, non-OPS employment relationship with the university on May ~~7~~6, 202~~5~~4;
24 whose 202~~4~~3-202~~5~~4 annual evaluation, if provided, was Satisfactory or above; and who
25 remains employed by the university in an in-unit position at the date of implementation.
26 Those otherwise eligible employees who did not receive an annual evaluation for 202~~4~~3-
27 202~~5~~4 will be assigned a Satisfactory rating for the purpose of this payment. If an
28 employee's position is less than 1.0 FTE, the one-time payment shall be prorated.

29 For each eligible employee, the one-time payment amount shall be determined using
30 the following table:
31

Total Salary (at 1.0 FTE) as of May 7<u>6</u>, 2025<u>4</u>	One-time Payment
Less than \$ 125 <u>50</u> ,000	\$ 6 <u>1</u> ,500
\$50,000 to \$99,999.99	\$6,000
\$100,000 to \$149,999.99	\$5,500

Commented [CR1]: Updated effective date.
Commented [CR2]: Updated date payment is to be made.

\$1250,000 or more	\$51,000
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32
33 ~~(b) Merit Salary Increases for 2025-2026. There are no merit salary increases for~~
34 ~~2025-2026. Effective November 22, 2024 (distributed on pay date December 13, 2024),~~
35 ~~each eligible Education and General (E&G) employee shall receive a 3.0% increase to the~~
36 ~~employee's salary. This increase will be calculated using the employee's total salary as of~~
37 ~~November 21, 2024. An employee shall be eligible if the employee's 2023-2024 annual~~
38 ~~evaluation, if provided, was Satisfactory or above; the employee was in a continual, non-~~
39 ~~OPS employment relationship with the University on May 6, 2024; and the employee~~
40 ~~remains in a continual in-unit employment relationship at the date of implementation.~~
41 ~~Employees employed in 2023-2024 who meet the qualifications above and who were~~
42 ~~not evaluated shall be assigned a Satisfactory rating for the purpose of this increase and~~
43 ~~shall be eligible for the increase.~~

44 (c) Merit Salary Increases for 2026-2027. Effective August 14, 2026 (and distributed
45 on pay date September 4, 2026), each eligible Education and General (E&G) employee
46 shall receive at least a 3.0% increase to the employee's salary. This increase will be
47 calculated using the employee's total salary as of August 13, 2026. An employee shall be
48 eligible if the employee's 2025-2026 annual evaluation, if provided, was Satisfactory or
49 above; the employee was in a continual, non-OPS employment relationship with the
50 University on May 7, 2025; and the employee remains in a continual in-unit
51 employment relationship at the date of implementation. Employees employed in 2025-
52 2026 who otherwise meet the qualifications above and who were not evaluated shall be
53 assigned a Satisfactory rating for the purpose of this increase and shall be eligible for the
54 increase.

Commented [CR3]: This section has been added to UCF's previous proposal.

55
56 **23.4 One-Time Payments and Salary Increases for Employees Funded by Contracts and**
57 **Grants or Auxiliary Accounts.**

58 (a) Employees on contracts or grants shall receive one-time payments and salary
59 increases equivalent to similar employees on Education and General (E&G) funding,
60 provided that such one-time payments and salary increases are permitted by the terms
61 of the contract or grant and adequate funds are available for this purpose in the
62 contract or grant. In the event such one-time payments or salary increases are not
63 permitted by the terms of the contract or grant, or in the event adequate funds are not
64 provided, the University's representative shall seek to have the contract or grant
65 modified to permit or fund such one-time payments and salary increases.

Commented [CR4]: Clarity on OTPs and increases for C&G and AUX employees.

66 (b) Nothing contained herein shall prevent employees whose salaries are funded by
67 grant agencies from being allotted ~~salary increases~~raises higher than those provided in
68 this Agreement if such ~~salary~~ increases are provided by the granting agency.

69 (c) Employees funded by auxiliary accounts shall receive ~~one-time payments and~~
70 salary increases equivalent to similar employees on E&G funding, provided that
71 adequate funds are available in the appropriate auxiliary account.

72 23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment

73 ~~(a) 2023-2024 Academic Year Completion. Effective December 20, 2024 (distributed on~~
74 ~~pay date January 10, 2025), all tenured employees who were subject to comprehensive~~
75 ~~post tenure review during the 2023-2024 academic year, who remain employed by the~~
76 ~~university in a tenured position on the date of implementation, and whose 2023-2024~~
77 ~~comprehensive post tenure review performance rating was "exceeds expectations" shall~~
78 ~~receive a one-time payment of \$5,500. Also, effective December 20, 2024 (distributed~~
79 ~~on pay date January 10, 2025), all tenured employees who were subject to~~
80 ~~comprehensive post tenure review during the 2023-2024 academic year, who remain~~
81 ~~employed by the university in a tenured position on the date of implementation, and~~
82 ~~whose 2023-2024 comprehensive post tenure review performance rating was "meets~~
83 ~~expectations" shall receive a one-time payment of \$2,500.~~

84 ~~(b) 2024-2025 Academic Year or Subsequent Completion. Effective three weeks before~~
85 ~~the first pay date in May and distributed on the first pay date in May, all tenured~~
86 ~~employees who were subject to comprehensive post tenure review during that~~
87 ~~academic year, who remain employed by the university in a tenured position on the~~
88 ~~date of implementation, and whose comprehensive post tenure review performance~~
89 ~~rating was "eXceeds eXpectations" shall receive a one-time payment of \$5,500 on the~~
90 ~~first pay date in May. Also, effective three weeks before the first pay date in May and~~
91 ~~distributed on the first pay date in May, all tenured employees who were subject to~~
92 ~~comprehensive post tenure review during that academic year, who remain employed by~~
93 ~~the university in a tenured position on the date of implementation, and whose~~
94 ~~comprehensive post tenure review performance rating was "mMeets eXpectations"~~
95 ~~shall receive a one-time payment of \$2,500 on the first pay date in May. For the 20254-~~
96 ~~20265 academic year, the effective date of these one-time payments shall be April 101,~~
97 ~~20265, and the date of distribution of these one-time payments shall be May 12, 20265.~~

Commented [CR5]: This paragraph no longer needed to account for a previous AY.

Commented [CR6]: Updates for AY 2025-2026.

100 23.6 Annual Incentive Award Programs. Incentive Award Programs recognize and
101 promote employee excellence and productivity that respond to and support the mission

102 of the University of Central Florida, including its strategic initiatives and five key goals.
103 The provost or his or her designee shall give final approval for awards to successful
104 faculty.

105 Each academic year, the University shall make available to eligible employees 115
106 Incentive Awards. The awards shall be distributed to awardees in the next award cycle
107 after ratification of this document as set forth below. Regardless of contract length (9
108 months through 12 months), award recipients shall receive a one-time award of \$5,000
109 as soon as practicable and a \$5,000 increase to their salary effective at the beginning of
110 the succeeding academic year. Employees on visiting and other temporary
111 appointments are not eligible for incentive awards. Employees on non-E&G funding will
112 be eligible for the increase depending on availability of funds. All full-time employees in
113 the appropriate discipline with at least four academic years of continuous, non-OPS
114 service at UCF immediately prior to the current academic year are eligible.

115 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program (“UCF-
116 TIP”) rewards teaching productivity and excellence. Each academic year the University
117 shall make available up to fifty-five (55) UCF-TIP awards to eligible employees. The UCF-
118 TIP award recognizes employee contributions to UCF’s key goals of offering the best
119 undergraduate education available in Florida and achieving international prominence in
120 key programs of graduate study. Employees applying for TIPs must meet current
121 eligibility criteria.

122 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award
123 (“UCF-RIA”) program recognizes outstanding research, scholarly, or creative activity that
124 advances the body of knowledge in a particular field, including interdisciplinary research
125 and collaborations, as well as using evidence-based methods to research effective
126 teaching and student learning in higher education (i.e., at the university level). Each
127 academic year the University shall make available up to sixty (60) UCF-RIA awards to
128 eligible employees. The UCF-RIA award recognizes employee contributions to UCF’s key
129 goal of achieving international prominence in research and creative activities.

130 (c) Applications for Incentive Awards. Applications shall be completed online. These
131 awards shall be made according to the criteria or procedures listed on the Faculty
132 Excellence website. Eligible employees may apply for both TIP and RIA awards in the
133 same academic year; however, they may only receive one Incentive Award in an
134 academic year. In the event that an employee is selected for both TIP and RIA awards in
135 the same academic year, the process for finalizing awards selections is provided in
136 23.6(d)(1)j.

137 (d) Incentive Award Selection.

Commented [CR7]: Correction to direct reader to appropriate (sub-)section.

138 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs
139 shall be elected by and from the unit employees. The committees shall equitably
140 represent the departments or units within them. Employees who plan to apply in the
141 current cycle for a particular award shall not be eligible to serve on the committee. A
142 committee chairperson for each incentive award program shall be elected by and from
143 the college/unit committee. The chairperson shall charge the committee that members
144 shall only consider the merits of the application. No additional outside information or
145 discussion of position, e.g., instructor vs. tenure track employee, past awards, current
146 salary, etc., may be considered, nor may additional criteria be used. The committee shall
147 review the award applications and shall submit a ranked list of recommended
148 employees to the dean or dean's representative. In ranking the applicants, committee
149 members shall only consider the merits of the application. All information available to
150 the committee and all deliberations of the committee, except for the ranked list of
151 recommended employees, are to be held in strict confidence.

152 a. Each committee member shall review all applications and transmit a
153 preliminary ranking to the committee chair. Committee members may rank as many
154 applicants as they deem merit the award, with the highest rank given to the top
155 candidate (i.e., the highest rank equals the number of applicants, N), the next highest
156 rank being N-1, and so on. Applications that are not deemed acceptable for an award by
157 a committee member shall be left unranked in that committee member's rankings.

158 b. In larger colleges or units, subcommittees may be formed from the
159 committee at-large in the interest of efficient evaluation of the incentive award
160 applications. Each subcommittee must include at least three members, and every
161 member of the committee at-large must serve on a subcommittee. The applications to
162 be reviewed shall be equitably partitioned among the subcommittees. The
163 subcommittees shall follow the ranking procedure outlined in (a) above to determine
164 which applications they recommend to the committee at-large. Then the committee at-
165 large shall be convened to review the applications recommended by the
166 subcommittees.

167 c. The committee chair shall convene the committee (at-large) and review
168 their initial rankings. Discussion shall be limited to information contained in the
169 application and may focus on applicants with few or dispersed rankings.

170 d. Following this discussion, the committee shall use a secret ballot to rank
171 candidates' applications using the procedure outlined in (a) above.

172 e. A majority of voting committee members present must rank an application
173 for that employee to be eligible for an incentive award.

174 f. The application with the highest mean rank (i.e., the sum of the applicant’s
175 rankings divided by the number of committee members present) shall have the highest
176 priority for an incentive award, the application with the next highest mean rank the next
177 highest priority, and so on, until all applications who received rankings by a majority of
178 committee members present are ranked in order.

179 g. In the case of T eligible applications with tied mean rank remaining, the
180 procedure outlined in (a) above, with T being the highest possible rank, shall be used to
181 break the ties. The ranking process outlined in (a) above shall be used as many times in
182 succession as necessary until all such ties are resolved and a final ranked list is complete.

183 h. The committee chair shall transmit this ranked list to the dean or dean’s
184 representative, or unit head who reviews and approves the awards. If the selection
185 committee recommends fewer than the number of awards available or if the dean or
186 unit head does not approve an award from the list submitted by the selection
187 committee, then the award(s) shall be retained in the same college or unit for one
188 additional cycle before it is returned to the overall pool for apportionment.

189 i. For purposes of TIP/RIA selection as stated above, “college” shall also
190 include the group of employees whose primary assignment is in ~~the College of~~
191 ~~Undergraduate Studies, the College of Graduate Studies,~~ an institute, or center. ~~One TIP~~
192 ~~and one RIA~~ shall be available to the employees grouped together as described here.
193 The “college” committee shall consist of a member from each of the units represented.

194 j. If an employee is selected to receive both TIP and RIA awards in the same
195 academic year, that employee, say, Employee A, shall be asked to choose to receive
196 either the TIP or RIA award and may be eligible to apply for and receive the other
197 Incentive Award in the next academic year. Employee A’s dean shall use the committee
198 rankings to determine which employee should receive the TIP or RIA award that was not
199 chosen by Employee A.

200 **23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.** The University
201 shall implement the merit-based bonuses set forth below to recognize and promote
202 employee excellence and productivity that respond to and support the mission of the
203 University of Central Florida.

204 (a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year
205 appointment awarded to employees with an extraordinary record of accomplishment in
206 the three primary areas of academic endeavor: teaching, research, and service. The
207 objective of this appointment is to recognize and celebrate outstanding performance
208 with a title and resources commensurate with accomplishment.

Commented [CR8]: Changes proposed here are due to some restructuring, especially the closure of the College of Undergraduate Studies and SMST’s move to CECS.

Commented [CR9]: Note: no TIP awards will be allocated to centers and institutes.

Commented [CR10]: If there are no additional employees ranked by the college TIP/RIA committee, the released award cannot be reassigned.

209 (1) Award recipients shall receive an annual budget of \$50,000 funded by the
210 University. Up to \$25,000 can be used as a salary supplement. These chairs have a five-
211 year appointment.

212 (2) Each academic year, the University may award Trustee Chair Professorships.

213 (3) The eligibility criteria for an applicant is holding the rank of tenured professor;
214 the applicant must be recognized as a “foremost scholar” in his or her chosen area of
215 expertise, meaning known as a preeminent scholar in his or her discipline; and have a
216 positive impact to other scholars at UCF. Applications will be reviewed by a committee
217 consisting of one Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate,
218 and the Vice Provost for Faculty Excellence. An employee who holds the rank of full
219 professor shall be appointed by the UCF-UFF Chapter President to serve as an ex officio
220 member of the committee and shall not have a voting role except in the case of
221 breaking any tie votes. The President and Provost or designee will make the final
222 appointment.

223 (b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the
224 three primary areas of academic endeavor: teaching, research and service.

225 (1) Award recipients shall receive a one-time payment of \$5,000 as well as a
226 Pegasus statue.

227 (2) Each academic year, the University may award Pegasus Professor awards.

228 (3) The eligibility criteria is having completed five academic years at the rank of
229 tenured professor at UCF; having achieved excellence in teaching, research and/or
230 creative activity; and demonstrable service and scope of national and international
231 impact. The awards are ultimately determined by the President or designee.

232 (c) Excellence Awards. All full-time employees in the appropriate discipline with at
233 least three academic years of continuous non-visiting, non-OPS service at UCF
234 immediately prior to the current academic year are eligible, except for employees who
235 have received a college or university excellence award in the past three academic years
236 in the category for which they are applying. For some Excellence awards, additional
237 eligibility criteria are specified below. Award recipients shall receive a one-time payment
238 of \$2,000. Each academic year, the University shall award Excellence in Undergraduate
239 Teaching awards, one University Award for Excellence in Undergraduate Teaching,
240 Excellence in Graduate Teaching awards, one University Award for Excellence in
241 Graduate Teaching, one University Award for Excellence in Faculty Academic Advising,
242 Excellence in Research awards, one University Distinguished Research award, one
243 University Award for Excellence in Professional Service, one Excellence in Librarianship
244 award, and one Excellence in Instructional Design award.

245 (1) Excellence in Undergraduate Teaching awards.

- 246 a. Eligibility. Employees must be assigned to teach at least two
247 undergraduate courses in the current academic year and to have taught at least six
248 undergraduate courses over the preceding three academic years.
- 249 b. The criteria for evaluating applicants' files shall include three major
250 categories:
- 251 1. Innovations to improve undergraduate teaching;
252 2. Undergraduate teaching accomplishments/honors;
253 3. Evidence of impact on undergraduate teaching.
- 254 (2) Excellence in Graduate Teaching Awards.
- 255 a. Eligibility. Employees must have contributed significantly to graduate
256 education, including substantial teaching of graduate courses (including thesis and
257 dissertation courses) over the current academic year and the three preceding academic
258 years.
- 259 b. The criteria for evaluating applicants' files shall include three major
260 categories:
- 261 1. Innovations to improve graduate teaching;
262 2. Graduate Teaching Accomplishments/honors;
263 3. Evidence of impact on graduate teaching.
- 264 (3) Excellence in Research Awards
- 265 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in
266 research over each of the three immediately preceding academic years and the current
267 academic year at UCF.
- 268 b. The criteria for evaluating applicants' files shall include three major
269 categories.
- 270 1. Cumulative value and impact of research efforts at UCF within the
271 discipline and to society;
272 2. Recognition of research impact by the individual's peers in the same or
273 in related disciplines;
274 3. Publication/dissemination and presentation of research results.
- 275 (4) Excellence in Faculty Academic Advising.
- 276 a. Eligibility. All employees who currently advise and who have advised
277 undergraduate students over the preceding three academic years are eligible.
- 278 b. The criteria for evaluating applicants' files shall include three major
279 categories:
- 280 1. Evidence of extra effort to improve advising;

281 2. Evidence that students have been sensitively and appropriately
282 informed and guided concerning career choices and academic opportunities;
283 3. Evidence that the nominee serves as a role model in the pursuit of
284 learning.
285 (5) University Awards for Excellence in Professional Service.
286 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for
287 professional service duties over the current academic year and for each of the three
288 preceding academic years are eligible.
289 b. The criteria for evaluating applicants' files shall include three major
290 categories:
291 1. Evidence of effectiveness in service to the university by highlighting
292 leadership contributions;
293 2. Evidence of significant accomplishment in professional organizations in
294 the nominee's discipline;
295 3. Evidence of recognition for outreach activities, service, and leadership
296 contributions to community organizations.
297 (6) Excellence in Librarianship.
298 a. Eligibility. Employees who have served at UCF as a librarian on a
299 permanent line for the current academic year and at least the three academic years
300 immediately preceding the current academic year are eligible.
301 b. The criteria for evaluating ~~applicant's~~ applicants' files shall include two
302 major categories:
303 1. Evidence of extra effort to improve library services and collections;
304 2. Evidence of a sustained period of excellence in the library profession.
305 (7) Excellence in Instructional Design.
306 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
307 month contract at the time of nomination and over the three preceding academic years.
308 b. The criteria for evaluating ~~applicant's~~ applicants' files shall include two
309 major categories:
310 1. Innovative contributions to UCF and/or the ID field;
311 2. Evidence of outstanding effort to promote quality of online instruction
312 and improve relationships with faculty members at UCF.
313 (8) Recommendations for these awards are made by various committees and are
314 ultimately determined by the Provost or designee.
315 **23.8 Administrative Discretion Increases (ADIs).** From the date of ratification of this
316 document, through August 31, 2027, the University may provide Administrative
317 Discretion Increases up to one and one-half percent (1.5%) of the total salary rate of

Commented [CR11]: Correcting punctuation.

Commented [CR12]: Same correction as above.

318 employees who were in an employment relationship with the University on May 76,
319 20254. Any Administrative Discretion Increase provided to contract and grant (C&G) or
320 auxiliary-funded employees, any court-ordered or court-approved salary increase, any
321 prevailing wage adjustment for the purpose of qualifying for immigration status, verified
322 written offers of outside employment, or any salary increase to settle a legitimate,
323 broad-based employment dispute shall not be subject to the terms and limitations of
324 this Section.

325 (a) The University may provide Administrative Discretion Increases for special
326 achievements, merit, compression and inversion, equity and market equity
327 considerations, and similar special situations to employees in the bargaining unit.

328 (b) UFF Notification. Within 45 days of the effective date of any such increase, the
329 University shall provide to the UFF a written notification of the increase which states the
330 name of the employee, the rank and discipline of the employee, the amount of the
331 increase, and the reason for the increase.

332 (c) The University's ability to provide Administrative Discretion Increases shall expire
333 August 31, 2027, and shall not become part of the status quo.

334 **23.9 Report to Employees.** All employees may access their salary information at any
335 time through the UCF portal.

336 **23.10 Type of Payment for Assigned Duties.**

337 (a) Duties and responsibilities assigned by the University to an employee that do not
338 exceed the available established FTE for the position shall be compensated through the
339 payment of salary, not Other Personal Services (OPS) wages.

340 (b) Duties and responsibilities assigned by the University to an employee that are in
341 addition to the available established FTE for the position shall be compensated through
342 OPS wages, not salary.

343 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
344 option for 9-month employees shall be offered each year during an annual open
345 enrollment period from April 1 to June 30. If chosen by the employee, this payment
346 option shall become effective for one academic year starting with the first full pay
347 period beginning after August 8. The plan shall allow for employees to select a fixed
348 savings amount to be deducted from each of the nineteen full bi-weekly paychecks
349 received during the Fall and Spring semesters with a change in that amount to account
350 for those paychecks from which double premiums are deducted. The total savings shall
351 be returned to the employee in equal amounts for the five full bi-weekly paychecks
352 received during the Summer. The University shall provide an online calculator to assist
353 the employee in determining a savings amount and fixed reduction amount that will

Commented [CR13]: Updating date only.

354 allow the employee's net paychecks to remain approximately constant. Pay received for
355 supplemental summer assignments shall be unaffected by this plan. This pay plan is
356 subject to tax limitations.

357 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to an
358 employee as compensation for performing a specific, titled administrative function shall
359 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days
360 of the effective date of any Administrative Salary Stipend, the University shall provide
361 UFF a written notification of the stipend which states the name of the employee, the
362 rank and discipline of the employee, the amount of the stipend, and the reason for the
363 stipend. If all or part of the stipend is later added to the employee's salary, the amount
364 so converted shall be treated as an Administrative Discretion Increase during the year in
365 which the conversion takes place and shall be subject to limitations of that section.

366 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
367 serving on twelve-month appointments shall be calculated by dividing the salary rate by
368 26.1 pay periods.

369 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
370 employment laws.