

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) One-time payment for 2025-2026. Effective April 24, 2026 (and distributed on  
 20 pay date May 15, 2026), the university shall provide a one-time payment to each  
 21 Education and General (E&G) employee who was in a continual, non-OPS employment  
 22 relationship with the university on May 7, 2025; whose 2024-2025 annual evaluation, if  
 23 provided, was Satisfactory or above; and who remains employed by the university in an  
 24 in-unit position at the date of implementation. Those otherwise eligible employees who  
 25 did not receive an annual evaluation for 2024-2025 will be assigned a Satisfactory rating  
 26 for the purpose of this payment. If an employee’s position is less than 1.0 FTE, the one-  
 27 time payment shall be prorated.

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

Total Salary (at 1.0 FTE) as of May 7, 2025	One-time Payment
Less than \$125,000	\$1,500
\$125,000 or more	\$1,000

31  
 32 (b) Merit Salary Increases for 2025-2026. There are no merit salary increases for  
 33 2025-2026.

34 (c) Merit Salary Increases for 2026-2027. Effective August 14, 2026 (and distributed  
35 on pay date September 4, 2026), each eligible Education and General (E&G) employee  
36 shall receive at least a 3.0% increase to the employee's salary. This increase will be  
37 calculated using the employee's total salary as of August 13, 2026. An employee shall be  
38 eligible if the employee's 2025-2026 annual evaluation, if provided, was Satisfactory or  
39 above; the employee was in a continual, non-OPS employment relationship with the  
40 University on May 7, 2025; and the employee remains in a continual in-unit  
41 employment relationship at the date of implementation. Employees employed in 2025-  
42 2026 who otherwise meet the qualifications above and who were not evaluated shall be  
43 assigned a Satisfactory rating for the purpose of this increase and shall be eligible for the  
44 increase.

#### 45 23.4 One-Time Payments and Salary Increases for Employees Funded by Contracts and 46 Grants or Auxiliary Accounts.

47 (a) Employees on contracts or grants shall receive one-time payments and salary  
48 increases equivalent to similar employees on Education and General (E&G) funding,  
49 provided that such one-time payments and salary increases are permitted by the terms  
50 of the contract or grant and adequate funds are available for this purpose in the  
51 contract or grant. In the event such one-time payments or salary increases are not  
52 permitted by the terms of the contract or grant, or in the event adequate funds are not  
53 provided, the University's representative shall seek to have the contract or grant  
54 modified to permit or fund such one-time payments and salary increases.

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

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

#### 61 23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment.

62 Effective three weeks before the first pay date in May and distributed on the first pay  
63 date in May, all tenured employees who were subject to comprehensive post tenure  
64 review during that academic year, who remain employed by the university in a tenured  
65 position on the date of implementation, and whose comprehensive post tenure review  
66 performance rating was "Exceeds Expectations" shall receive a one-time payment of  
67 \$5,500 on the first pay date in May. Also, effective three weeks before the first pay date  
68 in May and distributed on the first pay date in May, all tenured employees who were  
69 subject to comprehensive post tenure review during that academic year, who remain  
70 employed by the university in a tenured position on the date of implementation, and

71 whose comprehensive post tenure review performance rating was “Meets  
72 Expectations” shall receive a one-time payment of \$2,500 on the first pay date in May.  
73 For the 2025-2026 academic year, the effective date of these one-time payments shall  
74 be April 10, 2026, and the date of distribution of these one-time payments shall be May  
75 1, 2026.

76 **23.6 Annual Incentive Award Programs.** Incentive Award Programs recognize and  
77 promote employee excellence and productivity that respond to and support the mission  
78 of the University of Central Florida, including its strategic initiatives and five key goals.  
79 The provost or his or her designee shall give final approval for awards to successful  
80 faculty.

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

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

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

106 (c) Applications for Incentive Awards. Applications shall be completed online. These  
107 awards shall be made according to the criteria or procedures listed on the Faculty

108 Excellence website. Eligible employees may apply for both TIP and RIA awards in the  
109 same academic year; however, they may only receive one Incentive Award in an  
110 academic year. In the event that an employee is selected for both TIP and RIA awards in  
111 the same academic year, the process for finalizing awards selections is provided in  
112 23.6(d)(1)j.

113 (d) Incentive Award Selection.

114 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs  
115 shall be elected by and from the unit employees. The committees shall equitably  
116 represent the departments or units within them. Employees who plan to apply in the  
117 current cycle for a particular award shall not be eligible to serve on the committee. A  
118 committee chairperson for each incentive award program shall be elected by and from  
119 the college/unit committee. The chairperson shall charge the committee that members  
120 shall only consider the merits of the application. No additional outside information or  
121 discussion of position, e.g., instructor vs. tenure track employee, past awards, current  
122 salary, etc., may be considered, nor may additional criteria be used. The committee shall  
123 review the award applications and shall submit a ranked list of recommended  
124 employees to the dean or dean's representative. In ranking the applicants, committee  
125 members shall only consider the merits of the application. All information available to  
126 the committee and all deliberations of the committee, except for the ranked list of  
127 recommended employees, are to be held in strict confidence.

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

134 b. In larger colleges or units, subcommittees may be formed from the  
135 committee at-large in the interest of efficient evaluation of the incentive award  
136 applications. Each subcommittee must include at least three members, and every  
137 member of the committee at-large must serve on a subcommittee. The applications to  
138 be reviewed shall be equitably partitioned among the subcommittees. The  
139 subcommittees shall follow the ranking procedure outlined in (a) above to determine  
140 which applications they recommend to the committee at-large. Then the committee at-  
141 large shall be convened to review the applications recommended by the  
142 subcommittees.

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

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

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

150 f. The application with the highest mean rank (i.e., the sum of the applicant's  
151 rankings divided by the number of committee members present) shall have the highest  
152 priority for an incentive award, the application with the next highest mean rank the next  
153 highest priority, and so on, until all applications who received rankings by a majority of  
154 committee members present are ranked in order.

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

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

165 i. For purposes of RIA selection as stated above, "college" shall also include  
166 the group of employees whose primary assignment is in an institute or center. One RIA  
167 shall be available to the employees grouped together as described here. The "college"  
168 committee shall consist of a member from each of the units represented.

169 j. If an employee is selected to receive both TIP and RIA awards in the same  
170 academic year, that employee, say, Employee A, shall be asked to choose to receive  
171 either the TIP or RIA award and may be eligible to apply for and receive the other  
172 Incentive Award in the next academic year. Employee A's dean shall use the committee  
173 rankings to determine which employee should receive the TIP or RIA award that was not  
174 chosen by Employee A.

175 **23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.** The University  
176 shall implement the merit-based bonuses set forth below to recognize and promote  
177 employee excellence and productivity that respond to and support the mission of the  
178 University of Central Florida.

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

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

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

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

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

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

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

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

207 (c) Excellence Awards. All full-time employees in the appropriate discipline with at  
208 least three academic years of continuous non-visiting, non-OPS service at UCF  
209 immediately prior to the current academic year are eligible, except for employees who  
210 have received a college or university excellence award in the past three academic years  
211 in the category for which they are applying. For some Excellence awards, additional  
212 eligibility criteria are specified below. Award recipients shall receive a one-time payment  
213 of \$2,000. Each academic year, the University shall award Excellence in Undergraduate  
214 Teaching awards, one University Award for Excellence in Undergraduate Teaching,  
215 Excellence in Graduate Teaching awards, one University Award for Excellence in

216 Graduate Teaching, one University Award for Excellence in Faculty Academic Advising,  
217 Excellence in Research awards, one University Distinguished Research award, one  
218 University Award for Excellence in Professional Service, one Excellence in Librarianship  
219 award, and one Excellence in Instructional Design award.

220 (1) Excellence in Undergraduate Teaching awards.

221 a. Eligibility. Employees must be assigned to teach at least two  
222 undergraduate courses in the current academic year and to have taught at least six  
223 undergraduate courses over the preceding three academic years.

224 b. The criteria for evaluating applicants' files shall include three major  
225 categories:

- 226 1. Innovations to improve undergraduate teaching;
- 227 2. Undergraduate teaching accomplishments/honors;
- 228 3. Evidence of impact on undergraduate teaching.

229 (2) Excellence in Graduate Teaching Awards.

230 a. Eligibility. Employees must have contributed significantly to graduate  
231 education, including substantial teaching of graduate courses (including thesis and  
232 dissertation courses) over the current academic year and the three preceding academic  
233 years.

234 b. The criteria for evaluating applicants' files shall include three major  
235 categories:

- 236 1. Innovations to improve graduate teaching;
- 237 2. Graduate Teaching Accomplishments/honors;
- 238 3. Evidence of impact on graduate teaching.

239 (3) Excellence in Research Awards

240 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in  
241 research over each of the three immediately preceding academic years and the current  
242 academic year at UCF.

243 b. The criteria for evaluating applicants' files shall include three major  
244 categories.

- 245 1. Cumulative value and impact of research efforts at UCF within the  
246 discipline and to society;
- 247 2. Recognition of research impact by the individual's peers in the same or  
248 in related disciplines;
- 249 3. Publication/dissemination and presentation of research results.

250 (4) Excellence in Faculty Academic Advising.

- 251                   a. Eligibility. All employees who currently advise and who have advised  
252 undergraduate students over the preceding three academic years are eligible.
- 253                   b. The criteria for evaluating applicants' files shall include three major  
254 categories:
- 255                         1. Evidence of extra effort to improve advising;  
256                         2. Evidence that students have been sensitively and appropriately  
257 informed and guided concerning career choices and academic opportunities;  
258                         3. Evidence that the nominee serves as a role model in the pursuit of  
259 learning.
- 260                   (5) University Awards for Excellence in Professional Service.
- 261                   a. Eligibility. Employees who are assigned an FTE of at least 0.05 for  
262 professional service duties over the current academic year and for each of the three  
263 preceding academic years are eligible.
- 264                   b. The criteria for evaluating applicants' files shall include three major  
265 categories:
- 266                         1. Evidence of effectiveness in service to the university by highlighting  
267 leadership contributions;  
268                         2. Evidence of significant accomplishment in professional organizations in  
269 the nominee's discipline;  
270                         3. Evidence of recognition for outreach activities, service, and leadership  
271 contributions to community organizations.
- 272                   (6) Excellence in Librarianship.
- 273                   a. Eligibility. Employees who have served at UCF as a librarian on a  
274 permanent line for the current academic year and at least the three academic years  
275 immediately preceding the current academic year are eligible.
- 276                   b. The criteria for evaluating applicants' files shall include two major  
277 categories:
- 278                         1. Evidence of extra effort to improve library services and collections;  
279                         2. Evidence of a sustained period of excellence in the library profession.
- 280                   (7) Excellence in Instructional Design.
- 281                   a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-  
282 month contract at the time of nomination and over the three preceding academic years.
- 283                   b. The criteria for evaluating applicants' files shall include two major  
284 categories:
- 285                         1. Innovative contributions to UCF and/or the ID field;  
286                         2. Evidence of outstanding effort to promote quality of online instruction  
287 and improve relationships with faculty members at UCF.

288 (8) Recommendations for these awards are made by various committees and are  
289 ultimately determined by the Provost or designee.

290 **23.8 Administrative Discretion Increases (ADIs).** From the date of ratification of this  
291 document, through August 31, 2027, the University may provide Administrative  
292 Discretion Increases up to one and one-half percent (1.5%) of the total salary rate of  
293 employees who were in an employment relationship with the University on May 7,  
294 2025. Any Administrative Discretion Increase provided to contract and grant (C&G) or  
295 auxiliary-funded employees, any court-ordered or court-approved salary increase, any  
296 prevailing wage adjustment for the purpose of qualifying for immigration status, verified  
297 written offers of outside employment, or any salary increase to settle a legitimate,  
298 broad-based employment dispute shall not be subject to the terms and limitations of  
299 this Section.

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

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

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

309 **23.9 Report to Employees.** All employees may access their salary information at any  
310 time through the UCF portal.

311 **23.10 Type of Payment for Assigned Duties.**

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

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

318 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment  
319 option for 9-month employees shall be offered each year during an annual open  
320 enrollment period from April 1 to June 30. If chosen by the employee, this payment  
321 option shall become effective for one academic year starting with the first full pay  
322 period beginning after August 8. The plan shall allow for employees to select a fixed  
323 savings amount to be deducted from each of the nineteen full bi-weekly paychecks

324 received during the Fall and Spring semesters with a change in that amount to account  
325 for those paychecks from which double premiums are deducted. The total savings shall  
326 be returned to the employee in equal amounts for the five full bi-weekly paychecks  
327 received during the Summer. The University shall provide an online calculator to assist  
328 the employee in determining a savings amount and fixed reduction amount that will  
329 allow the employee's net paychecks to remain approximately constant. Pay received for  
330 supplemental summer assignments shall be unaffected by this plan. This pay plan is  
331 subject to tax limitations.

332 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to an  
333 employee as compensation for performing a specific, titled administrative function shall  
334 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days  
335 of the effective date of any Administrative Salary Stipend, the University shall provide  
336 UFF a written notification of the stipend which states the name of the employee, the  
337 rank and discipline of the employee, the amount of the stipend, and the reason for the  
338 stipend. If all or part of the stipend is later added to the employee's salary, the amount  
339 so converted shall be treated as an Administrative Discretion Increase during the year in  
340 which the conversion takes place and shall be subject to limitations of that section.

341 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees  
342 serving on twelve-month appointments shall be calculated by dividing the salary rate by  
343 26.1 pay periods.

344 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and  
345 employment laws.