

UNF – UFF Collective Bargaining Agreement 2017-2020

ARTICLE 28
SALARY INCREASES AND SALARY PAYMENTS

28.1 **Across the Board Increase. – FY 2017-2018**

- (a) Eligibility. An eligible faculty member is one who was hired by and was in pay status by June 30, 2017, and continues to be employed with the University through the date of ratification of this Agreement. The following faculty members are not eligible for the increase:
- (1) A faculty member who was issued a notice of non-reappointment.
 - (2) A faculty member who is on a visiting appointment.
- (b) Amount. Effective September 23, 2017, each eligible ~~full-time~~ faculty member shall receive a two percent (2 %) increase to their August 7 June 30, 2017 base rate of pay. ~~Effective September 27, 2014 each eligible part-time faculty member shall receive an increase to their June 30, 2014 base rate of pay in an amount that is proportional to the FTE of the employee's position.~~

28.2 Across the Board Increase. – FY 2018-2019

- ~~(a) Eligibility. An eligible faculty member is one who is hired by and is in pay status by June 30, 2018, and continues to be employed with the University through the date of ratification of this Agreement. The following faculty members are not eligible for the increase:~~
- ~~(1) A faculty member who was issued a notice of non-reappointment.~~
 - ~~(2) A faculty member who is on a visiting appointment.~~
- ~~(b) Amount. Effective August 6, 2018, each eligible faculty member shall receive a two percent (2%) increase to their August 6, 2018 base rate of pay.~~

28.3 Wage Reopener- FY 2019-2020

This Agreement is subject to a wage reopener for FY 2019-2020.

~~28.2—Compression, Inversion, and Depression Adjustments³⁰~~

³⁰—~~This Section 28.2 generally explains the method by which compression/inversion adjustments were made. The actual calculated increases are shown on the agreed upon schedule. Two guiding principles in the development of the compression/inversion/depression raises described in Article 28.2 are (1) that they adjust only the *distance* between the ranks in each department, using the median salary within each rank to determine those distances, and~~

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- ~~(a) Eligibility. An eligible faculty member is one who was hired by and was in pay status by June 30, 2014, and continues to be employed with the University through the date of ratification of this Agreement. The following faculty members are not eligible for the increase:~~
- ~~(1) A faculty member who was issued a notice of non-reappointment.~~
- ~~(2) A faculty member who is on a visiting appointment.~~
- ~~(b) Raises for Assistant University Librarians, some Assistant Professors, and Instructors/Lecturers~~
- ~~(1) For all academic departments other than the Library and Nursing, the median salary of Assistant Professors shall be at least \$56,800 per 9 months. For departments in which the median salary for Assistant Professors is below \$56,800, all Assistant Professors shall be given equivalent raises (in dollars, not percentage), and these raises shall be sufficient to bring the median salary of Assistant Professors in the department to \$56,800; i.e., in such departments each Assistant Professor shall receive a raise equal to the difference (in dollars) between \$56,800 and the current median salary for Assistant Professors in the department.~~
- ~~(2) Assistant Professors in the Nursing Department (excluding those in Nurse Anesthesia) shall receive raises of \$5,521 per 9 months.~~
- ~~(3) Assistant University Librarians shall receive raises of \$954 per twelve (12) months.~~
- ~~(4) Instructors, Lecturers, Senior Instructors, and Senior Lecturers shall receive raises of \$600 per 9 months or \$800 per 12 months.~~
- ~~(c) After the salary adjustments in 28.2 (b), for all academic departments with existing compression or inversion, the salaries of Associate and Full Professors shall be increased relative to the salaries of Assistant Professors in the same department. In addition, for colleges with existing compression or inversion in the non-tenure track ranks, the salaries of Senior Instructors or Senior Lecturers shall be increased relative to the salaries of Instructors or Lecturers in the same college. Prior to calculating the median salaries used for these adjustments, the highest salary within the Associate and Full Professor rank within each department shall be omitted, but only if there is more than one (1) faculty member in the respective rank.~~

~~(2) that they not affect the *spread* of the salaries within each rank in each department, other than through delimiting raises on the high end of the salary spectrum.~~

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- ~~(1) — The median salaries of Associate Professors shall be raised to 12.5% greater than the median salary for Assistant Professors in the same department; to accomplish this, all Associate Professors within a department will be provided the same raises in dollars (i.e., not by percentage). In addition, the median salaries of Full Professors shall be raised to 26.5625% greater than the median salary for Assistant Professors in the same department; to accomplish this, all Full Professors within a department will be provided the same raise in dollars (i.e., not by percentage).~~
- ~~(2) — The median salaries of Senior Instructors and Senior Lecturers shall be raised to \$2,000 per 9 months, or \$2,666 per 12 months, greater than the median salary for Instructors and Lecturers respectively. Instructor raises will be calculated separately from Lecturer raises. If there are three (3) or more Instructors or Lecturers within a department the calculation of median salary will be conducted using only faculty in that department. For any department with fewer than three (3) Instructors or Lecturers, the department will be combined with all other such departments in the college for the calculation of median salary. Senior Instructors and Senior Lecturers within a department or college will be provided the same raise in dollars (i.e., not by percentage).~~
- ~~(d) — After the salary adjustments in 28.2 (c), raises for some faculty shall then be decreased on a linear sliding scale.~~
- ~~(1) — Tenure track faculty with a salary of \$130,000 (per 9 months) or greater as of June 30, 2014 will receive no adjustment, and tenure track faculty with a salary of \$75,000 or less (per 9 months) as of June 30, 2014 will receive a full adjustment. Salaries (as of June 30, 2014) between \$130,000 and \$75,000 will be adjusted based on the linear sliding scale. For example, faculty with a salary of \$88,750 would receive 75% of the compression and inversion adjustment.~~
- ~~(2) — Similarly, non tenure track faculty with a salary of \$75,000 (per 9 months) or greater as of June 30, 2014 will receive no compression and inversion adjustment, and non tenure track faculty with a salary of \$50,000 or less (per 9 months) as of June 30, 2014 will receive a full adjustment. Salaries (as of June 30, 2014) between \$75,000 and \$50,000 will be adjusted based on the linear sliding scale. For example, faculty with a salary of \$65,000 would receive 40% of the compression and inversion adjustment.~~
- ~~(e) — After the salary adjustments in Sections 28.2 (b), 28.2 (c), and 28.2 (d), compression and inversion adjustments are capped at \$7,000 per 9 months for tenure track faculty and \$4,000 per 9 months for non tenure track faculty.~~

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~~28.3 Calculation of Increases. The University Administration has provided the UFF a report detailing the annual salaries of in-unit faculty members as of June 30, 2014 and the amount of pay increase that is due to each faculty member under this Agreement. The UFF has verified the amount of each increase due to faculty members, using the information set out in Article 28.2.~~

28.4 Contract and Grant Funded Increases.

- (a) Faculty members on contracts or grants shall receive annual salary increases equivalent to similar faculty members on Educational and General (E&G) funding, provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the contract or grant.
- (b) Nothing contained herein shall prevent faculty members whose salaries are funded by grant agencies from being allotted salary increases higher than those provided in this Agreement.

28.5 Salary Adjustments for Faculty on Uncompensated Leave. The base salary of a faculty member returning from uncompensated leave shall be adjusted to reflect all across-the-board pay increases and market increases that the faculty member would have received if he/she had not been on uncompensated leave that were distributed during the period of the faculty member's uncompensated leave.

28.6 Payment Option for Nine-Month Faculty. Eligible faculty members³¹ shall be provided the option of having their nine-month salary paid over twelve months subject to the following conditions:

- (a) Not later than June 30 of each academic year, each eligible faculty member may elect, using the form included in Appendix "J-1", to have his/her nine-month salary paid over twelve months.
- (b) Once a faculty member elects to be paid over twelve months, he/she will not be able to opt out of that option until the next enrollment cycle (i.e., August 1-July 31). *See* Appendix J-2.
- (c) Payment would begin effective the start of the new nine (9) month contract.
- (d) Visiting faculty members are not eligible for this payment option.

28.7 Additional awards or salary increases.

- (a) UFF acknowledges that, in order for the University to carry out its mission and deliver quality education and further the development of faculty, the University Administration will from time to time provide faculty with salary increases to

³¹ Eligible faculty members have been employed for at least one semester.

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meet verified written counter-offers and for litigation/EEO/grievance settlements. UFF will be notified of any proposed salary increase and will have the opportunity to discuss the proposed increase with the University President or designee prior to implementation.

- (c) UFF also recognizes that the University Administration will from time to time provide stipends or awards to compensate faculty for short or long term University-related activities, including increased duties and responsibilities. These faculty efforts may include department, college, and University-wide grants, awards, and programmatic activities. The Provost will inform UFF of new stipends or awards as they are established, and UFF may designate such items for future negotiations upon the expiration of the current Agreement.