

**ARTICLE 30**  
**SALARY INCREASES AND SALARY PAYMENTS**

**30.1 Salary Increase. – FY 2019-20**

(a) Eligibility. An eligible faculty member is one who is hired by and is in pay status by June 30, 2019, 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 upon ratification, each eligible faculty member shall receive a three percent (3%) increase to their August 5, 2019 base rate of pay.

(c) Amount. Effective upon ratification, a one-time payment shall be distributed among eligible faculty members.

**30.2 Across-the-Board Salary Increase for FY 2020-21** (a) Eligibility. An eligible faculty member is one who is hired by and is in pay status by June 30, 2020. 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 5, 2020, each eligible faculty member shall receive a three percent (3%) increase to their August 5, 2020 base rate of pay contingent on the University's receiving sufficient new (3% in total) recurring legislative and performance funding to fund the salary increase for FY 2020-21 budget year. If the funding is not available, the parties will engage in negotiations for 2020-21 wages.

(b) Amount. 1% of the salary pool will be distributed in equal shares to all faculty evaluated as "far exceeds" on the 2019-20 performance evaluation in all areas of the evaluation as a one-time merit payment. Payment to be distributed by first pay cycle in October, 2020.

**30.3 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

46 contract or grant, and adequate funds are available for this purpose in the contract  
47 or grant.

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49 (b) Nothing contained herein shall prevent faculty members whose salaries are  
50 funded by grant agencies from being allotted salary increases higher than those  
51 provided in this Agreement.

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53 **30.4 Salary Adjustments for Faculty on Uncompensated Leave.** The base salary of a  
54 faculty member returning from uncompensated leave shall be adjusted to reflect all across-the-  
55 board pay increases and market increases that the faculty member would have received if he/she  
56 had not been on uncompensated leave that were distributed during the period of the faculty  
57 member's uncompensated leave.

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59 **30.5 Payment Option for Nine-Month Faculty.** Eligible faculty members<sup>1</sup> shall be provided  
60 the option of having their nine-month salary paid over twelve months subject to the following  
61 conditions:

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

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76 **30.6 Additional awards or salary increases.**

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78 (a) Administrative Discretionary Increases providing salary increases beyond the  
79 increases specified above. These increases are provided for market equity  
80 considerations, verified counteroffers, compression/inversion, special achievements,  
81 litigation/, settlements, extraordinary accomplishments and similarly special  
82 situations. UFF will be notified of any proposed salary increase and the opportunity  
83 to discuss the proposed increase with the University President or designee prior to  
84 implementation.  
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87 (b) UFF also recognizes that the University Administration will from time to time  
88 provide stipends or awards to compensate faculty for short or long term University-  
89 related activities, including increased duties and responsibilities. These faculty  
90 efforts may include department, college, and University-wide grants, awards, and

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<sup>1</sup> Eligible faculty members have been employed for at least one semester.

**91** programmatic activities. The Provost will inform UFF of new stipends or awards as  
**92** they are established, and UFF may designate such items for future negotiations upon  
**93** the expiration of the current Agreement.