

**ARTICLE 25  
SALARIES**

**25.1 Faculty Pay Plan Legislative Increases or Non-Recurring Wage Increases.** Eligible in-unit faculty members will receive any salary increases or non-recurring wage increases appropriated for that purpose by the Florida Legislature in accordance with the guidelines set by the Legislature.

**25.2 Promotion Increases.**

(a) Promotion increases will be granted to faculty pursuant to Article 15 (Promotion Procedure).

(b) Promotion increases will be granted in an amount equal to nine percent (9%) of the faculty member's previous year's base salary rate in recognition of promotion to Senior Instructor, Senior Lecturer, and Senior Research Associate, Assistant University Librarian, or Associate in.

(1) Beginning in the 2024-2025 academic year, eligible faculty shall be able to put forward a file for promotion consideration to the ranks of Senior Instructor, Senior Lecturer, or Senior Research Associate for a 2025-2026 roll out schedule.

(2) Should the promotion percentage to the ranks of Senior Instructor, Senior Lecturer, and Senior Research Associate contained herein increase as a result of future negotiation and ratification to an amount above nine percent (9%), Senior Lecturers, Senior Instructors, and Senior Research Associates with a hire date of 8/8/2022 or earlier who received the promotion increase to those ranks at nine percent (9%) shall receive a base salary adjustment equal to the difference between nine-percent (9%) and the new, higher promotion percentage upon ratification of the new promotion percentage.

(c) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the faculty member's previous academic year's base salary rate in recognition of promotion to Associate Clinical Professor, Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer.

(d) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the faculty member's previous academic year's base salary rate in recognition of promotion to Clinical Professor, Professor, University Librarian, Research Scholar/Scientist/Engineer.

**25.3 Contract and Grant Funded Increases or Non-Recurring Wage Increases.**

(a) Faculty on contracts or grants will receive salary increases or non-recurring wage increases equivalent to similar faculty on regular funding, provided that such salary increases or non-

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recurring wage increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases or non-recurring wage increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the President or representative will seek to have the contract or grant modified to permit such increases or non-recurring wage increases.

(b) Nothing contained herein will prevent the faculty members whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

**25.4 Administration Discretionary Increases.** The University retains the authority to provide salary increases, adjustments, or non-recurring wage increases beyond the increases specified above, for market equity considerations, including verified counteroffers and compression/inversion; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. In the event the University develops procedures for distributing increases under this section, a copy will be provided to the UFF. The UFF will have an opportunity to discuss the procedures in consultation with the President or representative, pursuant to Article 2 (Consultation), prior to their implantation. At the end of the academic year, the UFF will be provided with a report of all salary increases granted under this section during the academic year.

**25.5 Salary Rate Calculation and Payment.** The biweekly salary rate of faculty serving on twelve (12) month (calendar year) appointments will be calculated by dividing their calendar year salary rate by 26.1 pay periods.

**25.6 Grievability.** The only issues to be addressed in a grievance filed pursuant to Article 22 (Grievance Procedure and Arbitration) alleging violation of this Article are whether there is unlawful discrimination under Article 6 (Nondiscrimination), or whether there is an arbitrary and capricious application of the provisions of one (1) or more sections of this Article.

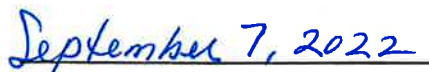
**25.7 Type of Payment for Assigned Duties.**

(a) Duties and responsibilities assigned by the University to a faculty member which do not exceed the available established FTE for the position shall be compensated through the payment of salary, not OPS.

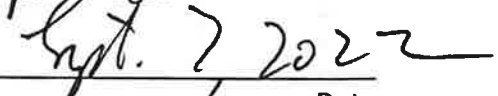
(b) Duties and responsibilities assigned by the University to a faculty member which are in addition to the available established FTE for the position will be compensated through Other Personal Services (OPS), not salary.

**25.8 2022-2023 Wages**

  
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(a) Two-point-nine percent (2.9%) cost of living one-time payment from non-recurring resources. To be eligible for the cost-of-living one-time payment, faculty must be employed by the University on or before August 8, 2021, and be continuously employed in an eligible position through the day prior to the day of the payment. A faculty member who previously received the cost-of-living one-time payment on July 22, 2022 as a non-unit faculty member is not eligible to receive a payment under this section. This 2.9% one-time payment will be based on the faculty's base salary as of August 8, 2022. Base salary excludes administrative supplements and pay for temporary duties. The faculty must have a current performance evaluation on file and have not received a notice of non-reappointment, termination, or separation with advance notice prior to the effective date of the one-time payment. The amount of the one-time payment will be less Social Security/Medicare of 7.65% and Income Tax Withholding of 22%. This will be paid before August 31, 2022 or four weeks after ratification whichever occurs later.

(b) Three percent (3%) cost of living increase from recurring resources. To be eligible for the 3% base salary cost of living adjustment, faculty must be employed by the University on or before August 8, 2021, and be continuously employed in an eligible faculty position through October 29, 2022. Base salary excludes administrative supplements and pay for temporary duties. This three percent (3%) recurring cost of living adjustment will be effective October 30, 2022. The faculty must have a current performance evaluation on file and have not received a notice of non-reappointment, termination, or separation with advance notice prior to the effective date of the cost-of-living adjustment.

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