

**Language for the 2016-2017 Reopener to 2015-2018 Collective Bargaining Agreement**

**Tentative Agreement Between Florida Gulf Coast University BOT and UFF FGCU-Chapter**

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**Article 23**

**Salaries**

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5 23.1 Policy. The parties to this Agreement recognize the importance of providing appropriate  
6 compensation as an essential component in the delivery of quality higher education, scholarship,  
7 and service to the institution, community, and profession. To that end, the parties are committed  
8 to working toward the strategic goals of Florida Gulf Coast University especially high quality  
9 education, quality improvement, and hiring and retaining talented and dedicated faculty through  
10 competitive compensation and support. This is a policy statement and is not subject to Article 20,  
11 Grievance Procedure.

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13 23.2 Promotions.

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15 A. Promotion shall be granted to employees pursuant to the promotion process in Article 14.

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17 B. All employees receiving promotion to Instructor Level II or Academic Advisor Level II will  
18 receive a nine percent (9%) increase to their previous year's base salary.

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20 C. All employees receiving promotion to Instructor Level III or Academic Advisor Level III will  
21 receive a twelve percent (12%) increase to their previous year's base salary.

22  
23 D. All employees receiving promotion to Associate Professor or Associate Librarian will receive  
24 a nine percent (9%) increase to their previous year's base salary.

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26 E. All employees receiving promotion to Professor or Librarian will receive a twelve percent  
27 (12%) increase to their previous year's base salary.

28  
29 F. 2016-2017 promotion increases will be effective as of August 7, 2016.

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31 23.3 Eligibility.

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33 A. For 2016-2017, an in-unit employee who was employed by the University on or before July 1,  
34 2016 and anticipated to continue employment during the full 2016-2017 academic year, shall be  
35 eligible for any legislatively mandated adjustment to base salary and/or other identified

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For the Florida Gulf Coast University  
Board of Trustees

Approved: Walter M. Elliott  
For the United Faculty of Florida

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36 compensation to employees as applicable (Article 23.4) and any University provided base salary  
37 increase and/or any non-recurring compensation to employees as applicable for 2016-2017  
38 (Article 23.4) if their most recent annual performance evaluation is at least "overall satisfactory".  
39

40 B. Contract and Grant funded employees who are eligible per Article 23.3A above shall receive  
41 compensation adjustments equivalent to similar employees on Education and General (E&G)  
42 funding, provided that such salary increases are permitted by the terms of the contract or grant or  
43 the rules of the funding agency.  
44

45 23.4 Faculty Compensation.  
46

47 A. Salary Increase for Promotions for 2016-2017. The University shall provide a pool of such an  
48 amount as is needed to fund promotion increases to faculty who have been promoted. For 2016-  
49 2017, the amount will be sufficient to provide base salary increases for in-unit faculty who were  
50 approved for promotion by the President. From the established pool, the respective faculty  
51 members shall, effective August 7, 2016, receive adjustments to their 2016-2017 base salary,  
52 consistent with the rank or level to which they were promoted and the percentage adjustment to  
53 base salary outlined in Article 23.2.A to E above.  
54

55 B. Base Salary Adjustment.  
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57 (1) For 2016-2017, the University shall provide all eligible employees a base salary  
58 increase of \$400 annually (if base annual salary is less than \$40,000) or a 1% increase (if base  
59 annual salary is at least \$40,000) to the base pay. The base salary adjustment is effective on July  
60 3, 2016 for 12 month faculty and August 7, 2016 for 9 month faculty and will be computed  
61 according to the rate of pay in place on June 30, 2016.  
62

63 (2) In addition, the University will provide eligible full-time (9-month and 12-month) in-unit  
64 employees with a non-recurring one-time lump-sum bonus payment of \$1,000 (less taxes and  
65 withholding), on August 19, 2016. Eligible employees appointed to less than 1.0 FTE shall receive a  
66 prorated payment.  
67

68 23.5 Administrative Stipends. A temporary salary increase which is provided to an in-unit  
69 faculty for performing a specific, titled administrative function shall be permitted under this  
70 agreement as an Administrative Stipend and shall not result in the change of the faculty in-unit

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For the Florida Gulf Coast University  
Board of Trustees

Approved: E. F. Elliott  
For the United Faculty of Florida

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71 status. The University shall provide the employee a written notification of the stipend which  
72 states the rank and discipline of the employee, the amount of the stipend, and the reason for the  
73 stipend. Administrative stipends shall cease when the temporary administrative function ends.

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75 23.6 Notification.

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77 All employees who are to be promoted as of August 7, 2016 shall receive notice of their 2016-  
78 2017 promotion related increase (Appendix E) at least two (2) weeks prior to the effective date  
79 of implementation, if practicable.

Approved:

*Jennifer Baker*  
For the Florida Gulf Coast University  
Board of Trustees

Approved:

*Edwards M. Elliott*  
For the United Faculty of Florida

Date:

5/17/16

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