

Language for the Amendment to 2011-2014 Collective Bargaining Agreement Extended and a one year extension with modifications to Articles 23 and 24

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

Article 23

Salaries

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

23.2 Promotions.

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

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

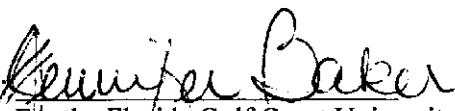
C. All employees receiving promotion to Instructor Level III or Academic Advisor Level III will receive a twelve percent (12%) increase to their previous year's base salary.

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

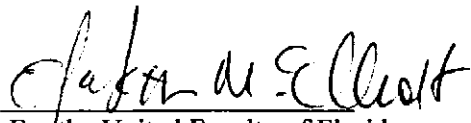
E. All employees receiving promotion to Professor or Librarian will receive a twelve percent (12%) increase to their previous year's base salary.

F. For 2014-2015 promotion increases will be effective as of August 7, 2014.

23.3 Eligibility.

Approved: 
For the Florida Gulf Coast University
Board of Trustees

Date: 5/16/14

Approved: 
For the United Faculty of Florida

Date: 5/16/14

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33 A. For 2014-2015, an in-unit employee who was employed by the University on or before June
34 30, 2014 and anticipated to continue employment during the full 2014-2015 academic year, shall
35 be eligible for any legislatively mandated adjustment to base salary and/or other identified
36 compensation to employees, as applicable (Article 23.4), as well as any University-provided base
37 salary increase and/or any non-recurring compensation to employees, as applicable for 2014-
38 2015 (Article 23.4), if their most recent annual performance evaluation is at least "overall
39 satisfactory".

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

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46 23.4 Faculty Compensation.

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48 A. Salary Increase for Promotions for 2014-2015. The University shall provide a pool of such an
49 amount as is needed to fund promotion increases to faculty who have been promoted. For 2014-
50 2015, the amount will be sufficient to provide base salary increases for in-unit faculty who were
51 approved for promotion by the Board of Trustees at its June 2014 meeting. From the established
52 pool, the respective faculty members shall, effective August 7, 2014, receive adjustments to their
53 2014-2015 base salary, consistent with the rank or level to which they were promoted and the
54 percentage adjustment to base salary outlined in Article 23.2.A to E above.

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56 B. Base Salary Adjustment. For 2014-2015, the University shall provide all eligible employees a
57 base salary increase on the effective appointment start date of July 1, 2014 for 12 month faculty
58 and August 7, 2014 for 9 month faculty. The base salary adjustment will be computed according
59 to the rate of pay in place on June 30, 2014. Eligible faculty will receive the greater of \$1200
60 annually (if base annual salary is less than \$40,000) or a 3% increase (if base annual salary is at
61 least \$40,000) to base pay.

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63 23.5 Administrative Stipends. A temporary salary increase which is provided to an in-unit
64 faculty for performing a specific, titled administrative function shall be permitted under this

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65 agreement as an Administrative Stipend and shall not result in the change of the faculty in-unit
66 status. The University shall provide the employee a written notification of the stipend which
67 states the rank and discipline of the employee, the amount of the stipend, and the reason for the
68 stipend. Administrative stipends shall cease when the temporary administrative function ends.

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70 23.6 Notification.

71 All employees who are to be promoted or are eligible to receive a base salary adjustment for
72 2014-2015 shall receive notice (Appendix E) at least two (2) weeks prior to the effective date of
73 implementation, if practicable.

74

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For the Florida Gulf Coast University
Board of Trustees

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