

ARTICLE 30

SALARY INCREASES AND SALARY PAYMENTS

30.1 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 faculty member shall receive a two percent (2 %) increase to their August 7, 2017 base rate of pay.

30.2 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.

30.3 Wage Reopener- FY 2019-2020

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

30.4 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.

UNF – UFF Collective Bargaining Agreement 2017-2020

- (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.

30.5 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.

30.6 Payment Option for Nine-Month Faculty. Eligible faculty members²⁶ 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.

30.7 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 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.
- (b) 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.

²⁶ Eligible faculty members have been employed for at least one semester.