Reopener 2025-2026 (2024-2027 CBA) February 10, 2026
Article 23, Salaries UFF 03

ARTICLE 23
SALARIES

23.1 Promotion Increases.
(a) Promotion salary increases shall be granted on August 8 following that promotion in an amount equal to 9.0% of the employee's salary as of August 7 in recognition of promotion to one of the following ranks: Associate Professor, Associate Instructor, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, Associate Instructional Designer, Associate Instructional Specialist, and Associate University Librarian.
(b) Promotion salary increases shall be granted on August 8 following that promotion in an amount equal to 10.0% of the employee's salary as of August 7 in recognition of promotion to one of the following ranks: Professor, Senior Instructor, Senior Lecturer, Scholar/Scientist/Engineer, University Librarian, Senior Research Associate, Senior Instructional Specialist, and Senior Instructional Designer.

23.2 Legislatively Mandated Increases. Any legislatively mandated increases shall be implemented as soon as practicable.

23.3 One-Time Payment and Other Salary Increases for 2025-2026.
(a) One-time payment for 2025-2026. Effective April 3~~November 21~~, 2026~~5~~ (distributed on pay date April 24~~December 12~~, 2026~~5~~), the university shall provide a one-time payment to each Education and General (E&G) employee who was in a continual, non-OPS employment relationship with the university on May 7, 2025; whose 2024-2025 annual evaluation, if provided, was Satisfactory or above; and who remains employed by the university in an in-unit position at the date of implementation. Those otherwise eligible employees who did not receive an annual evaluation for 2024-2025 will be assigned a Satisfactory rating for the purpose of this payment. If an employee's position is less than 1.0 FTE, the one-time payment shall be prorated.
For each eligible employee, the one-time payment amount shall be determined using the following table:

Salary (at 1.0 FTE) as of May 7, 2025	One-time Payment
Less than $~~57~~5,000	$~~5~~1,000
$55,000 to $99,999.99	$4,500
$100,000~~125,000~~ to $149,999.99~~or more~~	$~~4~~1,000
$150,000 or more	$3,500

(b) Merit Salary Increases for 2025-2026. There are no merit salary increases for 2025-2026.

(c) Contingent Funding Availability for Merit Based Salary Increase for 2026-2027. An increase of three and one half (3.5%) to an employee's base salary for 2026-2027 shall be added to any salary increase negotiated in Article 23 2026-2027. This increase will be calculated using the employee's total salary as of August 27, 2026. An employee shall be eligible if the employee's 2025-2026 annual evaluation, if provided, was Satisfactory or above; employee was in a continual, non-OPS employment relationship with the University on May 6, 2026; and the employee remains in a continual in-unit employment relationship at the date of implementation. This increase shall not be contingent upon the University's receiving sufficient new recurring legislative or performance funding to fund the salary increase for the 2026-2027 budget year, rather integrated into the university budget so long as the university is not facing financial exigency.

23.4 One-Time Payments and Salary Increases for Employees Funded by Contracts and Grants or Auxiliary Accounts.

(a) Employees on contracts or grants shall receive one-time payments and salary increases equivalent to similar employees on Education and General (E&G) funding, provided that such one-time payments and 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. In the event such one-time payments or salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the University's representative shall seek to have the contract or grant modified to permit or fund such one-time payments and salary increases.

(b) Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted salary increases higher than those provided in this Agreement if such salary increases are provided by the granting agency.

(c) Employees funded by auxiliary accounts shall receive one-time payments and salary increases equivalent to similar employees on E&G funding, provided that adequate funds are available in the appropriate auxiliary account.

23.5 (a) Comprehensive Post Tenure Review Completion: Supplemental Payment

Effective three weeks before the first pay date in May and distributed on the first pay date in May, all tenured employees who were subject to comprehensive post tenure review during that academic year, who remain employed by the university in a tenured position on the date of implementation, and whose comprehensive post tenure review performance rating was "exceeds expectations" shall receive a one-time payment of $5,500 on the

first pay date in May. Also, effective three weeks before the first pay date in May and distributed on the first pay date in May, all tenured employees who were subject to comprehensive post tenure review during that academic year, who remain employed by the university in a tenured position on the date of implementation, and whose comprehensive post tenure review performance rating was "meets expectations" shall receive a one-time payment of $2,500 on the first pay date in May. For the 2025-2026 academic year, the effective date of these one-time payments shall be April 10, 2026, and the date of distribution of these one-time payments shall be May 12, 2026.

23.6 Annual Incentive Award Programs. Incentive Award Programs recognize and promote employee excellence and productivity that respond to and support the mission of the University of Central Florida, including its strategic initiatives and five key goals. The provost or his or her designee shall give final approval for awards to successful faculty.
Each academic year, the University shall make available to eligible employees 115 Incentive Awards. The awards shall be distributed to awardees in the next award cycle after ratification of this document as set forth below. Regardless of contract length (9 months through 12 months), award recipients shall receive a one-time award of $5,000 as soon as practicable and a $5,000 increase to their salary effective at the beginning of the succeeding academic year. Employees on visiting and other temporary appointments are not eligible for incentive awards. Employees on non-E&G funding will be eligible for the increase depending on availability of funds. All full-time employees in the appropriate discipline with at least four academic years of continuous, non-OPS service at UCF immediately prior to the current academic year are eligible.

(a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-TIP") rewards teaching productivity and excellence. Each academic year the University shall make available up to fifty-five (55) UCF-TIP awards to eligible employees. The UCF-TIP award recognizes employee contributions to UCF's key goals of offering the best undergraduate education available in Florida and achieving international prominence in key programs of graduate study. Employees applying for TIPs must meet current eligibility criteria.

(b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that advances the body of knowledge in a particular field, including interdisciplinary research and collaborations, as well as using evidence-based methods to research effective teaching and student learning in higher education (i.e., at the university level). Each academic year the University shall make available up to sixty (60) UCF-RIA awards to eligible employees. The UCF-RIA award recognizes employee contributions to UCF's key

goal of achieving international prominence in research and creative activities.

(c) Applications for Incentive Awards. Applications shall be completed online. These awards shall be made according to the criteria or procedures listed on the Faculty Excellence website. Eligible employees may apply for both TIP and RIA awards in the same academic year; however, they may only receive one Incentive Award in an academic year. In the event that an employee is selected for both TIP and RIA awards in the same academic year, the process for finalizing awards selections is provided in 23.6(d)(1)j.

(d) Incentive Award Selection.

(1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall be elected by and from the unit employees. The committees shall equitably represent the departments or units within them. Employees who plan to apply in the current cycle for a particular award shall not be eligible to serve on the committee. A committee chairperson for each incentive award program shall be elected by and from the college/unit committee. The chairperson shall charge the committee that members shall only consider the merits of the application. No additional outside information or discussion of position, e.g., instructor vs. tenure track employee, past awards, current salary, etc., may be considered, nor may additional criteria be used. The committee shall review the award applications and shall submit a ranked list of recommended employees to the dean or dean's representative. In ranking the applicants, committee members shall only consider the merits of the application. All information available to the committee and all deliberations of the committee, except for the ranked list of recommended employees, are to be held in strict confidence.

a. Each committee member shall review all applications and transmit a preliminary ranking to the committee chair. Committee members may rank as many applicants as they deem merit the award, with the highest rank given to the top candidate (i.e., the highest rank equals the number of applicants, N), the next highest

rank being N-1, and so on. Applications that are not deemed acceptable for an award by a committee member shall be left unranked in that committee member's rankings.

b. In larger colleges or units, subcommittees may be formed from the committee at-large in the interest of efficient evaluation of the incentive award applications. Each subcommittee must include at least three members, and every member of the committee at-large must serve on a subcommittee. The applications to

be reviewed shall be equitably partitioned among the subcommittees. The subcommittees shall follow the ranking procedure outlined in (a) above to determine which applications they recommend to the committee at-large. Then the committee at-large shall be convened to review the applications recommended by the subcommittees.

c. The committee chair shall convene the committee (at-large) and review their initial rankings. Discussion shall be limited to information contained in the application and may focus on applicants with few or dispersed rankings.

d. Following this discussion, the committee shall use a secret ballot to rank candidates' applications using the procedure outlined in (a) above.

e. A majority of voting committee members present must rank an application for that employee to be eligible for an incentive award.

f. The application with the highest mean rank (i.e., the sum of the applicant's rankings divided by the number of committee members present) shall have the highest priority for an incentive award, the application with the next highest mean rank the next highest priority, and so on, until all applications who received rankings by a majority of committee members present are ranked in order.

g. In the case of T eligible applications with tied mean rank remaining, the procedure outlined in (a) above, with T being the highest possible rank, shall be used to break the ties. The ranking process outlined in (a) above shall be used as many times in succession as necessary until all such ties are resolved and a final ranked list is complete.

h. The committee chair shall transmit this ranked list to the dean or dean's representative, or unit head who reviews and approves the awards. If the selection committee recommends fewer than the number of awards available or if the dean or unit head does not approve an award from the list submitted by the selection committee, then the award(s) shall be retained in the same college or unit for one additional cycle before it is returned to the overall pool for apportionment.

i. For purposes of RIA selection as stated above, "college" shall also include the group of employees whose primary assignment is in ~~the College of Undergraduate Studies, the College of Graduate Studies,~~ an institute~~,~~ or center. One RIA~~TIP~~ shall be available to the employees grouped together as described here. The "college" committee shall consist of a member from each of the units represented.

j. If an employee is selected to receive both TIP and RIA awards in the same academic year, that employee, say, Employee A, shall be asked to choose to receive either the TIP or RIA award and may be eligible to apply for and receive the other Incentive Award in the next academic year. Employee A's dean shall use the committee rankings to determine which employee should receive the TIP or RIA award that was not chosen by Employee A.

23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards. The University shall implement the merit-based bonuses set forth below to recognize and promote employee excellence and productivity that respond to and support the mission of the University of Central Florida.

(a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year appointment awarded to employees with an extraordinary record of accomplishment in the three primary areas of academic endeavor: teaching, research, and service. The objective of this appointment is to recognize and celebrate outstanding performance with a title and resources commensurate with accomplishment.

(1) Award recipients shall receive an annual budget of $50,000 funded by the University. Up to $25,000 can be used as a salary supplement. These chairs have a five-year appointment.

(2) Each academic year, the University may award Trustee Chair Professorships.

(3) The eligibility criteria for an applicant is holding the rank of tenured professor; the applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise, meaning known as a preeminent scholar in his or her discipline; and have a positive impact to other scholars at UCF. Applications will be reviewed by a committee consisting of one Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice Provost for Faculty Excellence. An employee who holds the rank of full professor shall be appointed by the UCF-UFF Chapter President to serve as an ex officio member of the committee and shall not have a voting role except in the case of breaking any tie votes. The President and Provost or designee will make the final appointment.

(b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the three primary areas of academic endeavor: teaching, research and service.

(1) Award recipients shall receive a one-time payment of $5,000 as well as a Pegasus statue.

(2) Each academic year, the University may award Pegasus Professor awards.
Commented [CR7]: If there are no additional employees ranked by the college TIP/RIA committee, the released award cannot be reassigned.

(3) The eligibility criteria is having completed five academic years at the rank of tenured professor at UCF; having achieved excellence in teaching, research and/or creative activity; and demonstrable service and scope of national and international impact. The awards are ultimately determined by the President or designee.

(c) Excellence Awards. All full-time employees in the appropriate discipline with at least three academic years of continuous non-visiting, non-OPS service at UCF immediately prior to the current academic year are eligible, except for employees who have received a college or university excellence award in the past three academic years in the category for which they are applying. For some Excellence awards, additional eligibility criteria are specified below. Award recipients shall receive a one-time payment of $2,000. Each academic year, the University shall award Excellence in Undergraduate Teaching awards, one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate Teaching awards, one University Award for Excellence in Graduate Teaching, one University Award for Excellence in Faculty Academic Advising, Excellence in Research awards, one University Distinguished Research award, one University Award for Excellence in Professional Service, one Excellence in Librarianship award, and one Excellence in Instructional Design award.

(1) Excellence in Undergraduate Teaching awards.

a. Eligibility. Employees must be assigned to teach at least two undergraduate courses in the current academic year and to have taught at least six undergraduate courses over the preceding three academic years.

b. The criteria for evaluating applicants' files shall include three major categories:
1. Innovations to improve undergraduate teaching;
2. Undergraduate teaching accomplishments/honors;
3. Evidence of impact on undergraduate teaching.
(2) Excellence in Graduate Teaching Awards.
a. Eligibility. Employees must have contributed significantly to graduate education, including substantial teaching of graduate courses (including thesis and dissertation courses) over the current academic year and the three preceding academic

years.
b. The criteria for evaluating applicants' files shall include three major categories:
1. Innovations to improve graduate teaching;
2. Graduate Teaching Accomplishments/honors;
3. Evidence of impact on graduate teaching.

(3) Excellence in Research Awards
a. Eligibility. Employees must have an assignment of at least 0.10 FTE in research over each of the three immediately preceding academic years and the current academic year at UCF.
b. The criteria for evaluating applicants' files shall include three major categories.
1. Cumulative value and impact of research efforts at UCF within the discipline and to society;
2. Recognition of research impact by the individual's peers in the same or in related disciplines;
3. Publication/dissemination and presentation of research results.

(4) Excellence in Faculty Academic Advising.
a. Eligibility. All employees who currently advise and who have advised undergraduate students over the preceding three academic years are eligible.
b. The criteria for evaluating applicants' files shall include three major categories:
1. Evidence of extra effort to improve advising;
2. Evidence that students have been sensitively and appropriately informed and guided concerning career choices and academic opportunities;
3. Evidence that the nominee serves as a role model in the pursuit of learning.
(5) University Awards for Excellence in Professional Service.
a. Eligibility. Employees who are assigned an FTE of at least 0.05 for professional service duties over the current academic year and for each of the three preceding academic years are eligible.
b. The criteria for evaluating applicants' files shall include three major categories:
1. Evidence of effectiveness in service to the university by highlighting leadership contributions;
2. Evidence of significant accomplishment in professional organizations in the nominee's discipline;
3. Evidence of recognition for outreach activities, service, and leadership

contributions to community organizations.

(6) Excellence in Librarianship.

a. Eligibility. Employees who have served at UCF as a librarian on a permanent line for the current academic year and at least the three academic years immediately preceding the current academic year are eligible.

b. The criteria for evaluating applicant's files shall include two major categories:
1. Evidence of extra effort to improve library services and collections;
2. Evidence of a sustained period of excellence in the library profession.

(7) Excellence in Instructional Design.

a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-month contract at the time of nomination and over the three preceding academic years.

b. The criteria for evaluating applicant's files shall include two major categories:

1. Innovative contributions to UCF and/or the ID field;

2. Evidence of outstanding effort to promote quality of online instruction and improve relationships with faculty members at UCF.

(8) Recommendations for these awards are made by various committees and are ultimately determined by the Provost or designee.

23.8 Administrative Discretion Increases. From the date of ratification of this document, through August 31, 2026~~7~~, the University may provide Administrative Discretion Increases up to zero~~one and one-half~~ percent (0~~1.5~~%) of the total salary rate of employees who were in an employment relationship with the University on 2025. Any Administrative Discretion Increase provided to contract and grant (C&G) or ~~May 76,~~ auxiliary-funded employees, any court-ordered or court-approved salary increase, any prevailing wage adjustment for the purpose of qualifying for immigration status, verified written offers of outside employment, or any salary increase to settle a legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.

(a) The University may provide Administrative Discretion Increases for special achievements, merit, compression and inversion, equity and market equity considerations, and similar special situations to employees in the bargaining unit.

(b) UFF Notification. Within 45 days of the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.

(c) The University's ability to provide Administrative Discretion Increases shall expire August 31, 2027, and shall not become part of the status quo.

23.9 Report to Employees. All employees may access their salary information at any time through the UCF portal.

23.10 Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the University to an employee that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not Other Personal Services (OPS) wages.

(b) Duties and responsibilities assigned by the University to an employee that are in addition to the available established FTE for the position shall be compensated through OPS wages, not salary.

23.11 Twelve-Month Payment Option. The parties agree that a twelve-month payment option for 9-month employees shall be offered each year during an annual open enrollment period from April 1 to June 30. If chosen by the employee, this payment option shall become effective for one academic year starting with the first full pay period beginning after August 8. The plan shall allow for employees to select a fixed savings amount to be deducted from each of the nineteen full bi-weekly paychecks received during the Fall and Spring semesters with a change in that amount to account for those paychecks from which double premiums are deducted. The total savings shall be returned to the employee in equal amounts for the five full bi-weekly paychecks received during the Summer. The University shall provide an online calculator to assist the employee in determining a savings amount and fixed reduction amount that will allow the employee's net paychecks to remain approximately constant. Pay received for supplemental summer assignments shall be unaffected by this plan. This pay plan is

subject to tax limitations.

23.12 Administrative Salary Stipends. A temporary salary increase that is provided to an employee as compensation for performing a specific, titled administrative function shall be permitted under this agreement as an Administrative Salary Stipend. Within 45 days of the effective date of any Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend which states the name of the employee, the rank and discipline of the employee, the amount of the stipend, and the reason for the stipend. If all or part of the stipend is later added to the employee's salary, the amount so converted shall be treated as an Administrative Discretion Increase during the year in which the conversion takes place and shall be subject to limitations of that section.

23.13 Salary Rate Calculation and Payment. The biweekly salary rate of employees serving on twelve-month appointments shall be calculated by dividing the salary rate by 26.1 pay periods.

23.14 Compensation. UCF will comply with all applicable Federal and State labor and employment laws.