

**UNIVERSITY OF WEST FLORIDA BOARD OF TRUSTEES –  
UNITED FACULTY OF FLORIDA, UNIVERSITY OF WEST  
FLORIDA CHAPTER  
2006-2007 REOPENER SUPPLEMENT**

## ARTICLE 25 SALARIES

- 25.1 **Faculty Legislative Pay Increase for Fiscal Year 2006-2007.** Effective October 1, 2006, from funds appropriated by the 2006 Florida Legislature, each eligible faculty member, as defined in this section, will receive a pay adjustment of 3% on his or her September 30, 2006, base salary.
- (a) In order to be eligible for the faculty legislative pay increase, a faculty member must
    - (1) have received a rating of at least "satisfactory" or "average" on his or her most recent performance evaluation (this does not disqualify faculty who have no University of West Florida faculty performance evaluation);
    - (2) have been in pay status on or before May 1, 2006; and
    - (3) not have been issued a notice of non-reappointment or termination.
  - (b) "Satisfactory" or "average" with respect to a performance evaluation is when the majority of the faculty member's assigned duties are evaluated as "satisfactory" or "average."
- 25.2 **Local Salary Supplement.** Effective April 1, 2007, the University will make available an amount equivalent to two percent (2%) of the March 31, 2007, base salary of eligible faculty, as defined in section 25.2(a), as a pool of funds available for a local salary supplement ("Available Funds").
- (a) In order to be eligible for the local salary supplement, a faculty member must
    - (1) have received at least one performance evaluation from the University during the 2003-2004, 2004-2005, and 2005-2006 academic years;
    - (2) have been in pay status on or before May 1, 2006; and
    - (3) not have been issued a notice of non-reappointment or termination.
  - (b) Fifty percent (50%) of the Available Funds will be distributed to eligible faculty, as defined in section 25.2(a), whose base salary falls below the College and University Personnel Association-Human Resources median for Carnegie Master's Level I institutions ("CUPA median").
    - (1) The amount of the distribution described in section 25.2(b) will be determined based on the magnitude of the amount by which the faculty member's base salary falls below the described CUPA median for the faculty member's discipline and rank.
    - (2) For purposes of section 25.2(b)(1), the difference between each faculty member's base salary and the applicable CUPA median will be computed. Individual differences will then be totaled for an aggregate amount. The pool of Available Funds to be distributed pursuant to section 25.2(b) will be divided by that aggregate amount to determine a value per dollar difference between the faculty member's base salary and relevant CUPA median. The difference between each faculty member's base salary and relevant CUPA

median will then be multiplied by the value per dollar difference to determine the final salary amount. For example:

Assume the institution has \$1,000 available for distribution. It has four faculty members: A, B, C and D. Faculty member A's salary is \$25 below the relevant CUPA median; faculty member B's salary is \$30 below; faculty member C's salary is \$40 below; and faculty member D's salary is \$5 below. The total of the individual differences is \$100. The value per dollar difference is \$10 ( $\$1,000 \div \$100$ ). Faculty member A would receive a distribution equal to \$250 ( $\$25 \times \$10$ ); faculty member B would receive a distribution equal to \$300 ( $\$30 \times \$10$ ); faculty member C would receive a distribution equal to \$400 ( $\$40 \times \$10$ ); and faculty member D would receive a distribution equal to \$50 ( $\$5 \times \$10$ ).

- (c) Fifty percent (50%) of the Available Funds will be distributed to eligible faculty as defined in section 25.2(a) whose base salary is compressed, using a method that rewards meritorious performance.
  - (1) The joint committee described in section 25.3 will establish a definition for determining whether a faculty member's salary is compressed.
  - (2) The joint committee described in section 25.3 will establish guidelines to determine whether or not a faculty member whose salary is compressed is meritorious and the method by which the meritorious performance will be rewarded subject to the following conditions.
    - a. Annual performance evaluations by the department chairperson or immediate supervisor for the academic years 2003-2004, 2004-2005, and 2005-2006 will be used as a basis for determining merit.
    - b. Faculty members are considered eligible for consideration as meritorious when their annual performance evaluations by the department chairperson or immediate supervisor during the three year period rate the majority of their assigned duties at or above the "satisfactory" or "average" level.
    - c. Faculty members who have less than three years of annual performance evaluations by the department chairperson or immediate supervisor will not be disqualified or disadvantaged under 25.2(c)(2)(a) or (b) so long as they have at least one year of annual performance evaluations during that period from the University.
- (d) The joint committee will establish guidelines for the distribution of Available Funds to eligible faculty, as defined in section 25.2(a), whose base salary is deemed compressed and whose performance is deemed meritorious, utilizing a weighted three point scale including only "Outstanding" or the equivalent, "Above Average" or the equivalent, and "Average" or the equivalent.

- (e) For purposes of this section, the base salary of eligible faculty will not include any TIP and/or PEP awards.

25.3 **Joint Committee.** A joint committee equally represented by three UWF designees and three UFF designees will be charged with developing the guidelines for the distribution of the Available Funds as outlined in section 25.2.

- (a) The joint committee will conclude its deliberations on or before February 1, 2007.
- (b) The guidelines developed by the joint committee, subject to the parameters set forth in this Article, will constitute the sole means by which the Available Funds are distributed.

25.8 **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. Further, faculty alleging violation of section 25.2 may grieve only through Step 2.

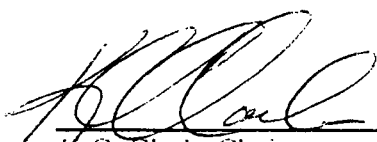
## ARTICLE 26 BENEFITS

- 26.8 **Free University Courses for Faculty and/or Dependents.** Full-time faculty members, including faculty on sabbaticals or on professional development or grants-in-aid leave, are entitled to up to six (6) credit hours of instruction at the University of West Florida per semester (Fall, Spring, or Summer) without payment of tuition or mandatory fees. The entitlement may be used by the faculty member or his or her dependents, subject to the restrictions listed in (a) through (f), below.
- (a) Each faculty member may utilize no more than a total of six (6) credit hours per semester.
  - (b) The six (6) hours of instruction per semester may be utilized by the faculty member for undergraduate or graduate credit, subject to the restrictions listed in (f), below.
  - (c) The faculty member's dependents may utilize some or all of the six (6) credit hours. The dependent may utilize the credit for graduate or undergraduate credit, subject to the restrictions listed in (e) and (f), below.
  - (d) For purposes of this program, a "dependent" is a spouse, any natural, adopted, or step child of the faculty member, or any other child for whom the faculty member is a legal guardian, under the age of twenty-five (25) as of the first day of classes for the semester. A natural, adopted, or step child, or any other child for whom the faculty member is a legal guardian, over the age of twenty-five (25), as long as that child is claimed as a dependent on the faculty member's federal tax return or the faculty member pays more than 50% of that child's support, as defined by the Internal Revenue Code is also a dependent for purposes of this program. Special circumstances that suggest consideration of a case not fitting the above definition of "dependent" should be presented to the Director of Human Resources.
  - (e) The faculty member's dependent may not register for more than three (3) graduate credit hours per semester.
  - (f) The faculty member or dependent may not use this program for directed studies, practica, internships, music and theater performance, continuing education, and other one-on-one course situations such as theses and dissertations.

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FOR THE UNIVERSITY OF WEST FLORIDA  
BOARD OF TRUSTEES



K.C. Clark, Chairman  
University of West Florida  
Board of Trustees

OCTOBER 5, 2006

Date

FOR THE UNITED FACULTY OF FLORIDA  
UNIVERSITY OF WEST FLORIDA CHAPTER



Rosemary Hays-Thomas, President, United Faculty of Florida  
University of West Florida Chapter

Oct 19, 2006

Date