

Chief Negotiator, UWF: OK  
Chief Negotiator, UFF: ry

## ARTICLE 25 SALARIES

All paragraphs and subparagraphs in Article 25 not set forth below will remain as stated in the 2005-2008 Agreement.

**25.1 Faculty Legislative Pay Plan Increases for Fiscal Year 2007-2008.** Eligible in-unit faculty members will receive any salary increases or bonuses for the 2007-2008 fiscal year appropriated for that purpose by the Florida Legislature in accordance with the guidelines set by the Legislature.

**25.2 Local Salary Supplement.** Reserved

**25.3 Eligibility for Annual and Discretionary Salary Increases or Bonuses.**

Unless otherwise determined by the Legislature, in order to be eligible for any salary increases or bonuses for the 2007-2008 year, a faculty member must

- (a) 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). "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";
- (b) have been in pay status on or before May 1, 2007; and
- (c) have not been issued a notice of non-reappointment or termination.

**25.5 Contract and Grant Funded Increases or Bonuses.**

- (a) Faculty on contracts or grants will receive salary increases or bonuses for the 2007-2008 year equivalent to similar faculty on regular funding, provided that such salary increases or bonuses 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 salary increases or bonuses are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the President or representative will seek to have the contract or grant modified to permit such increases or bonuses.
- (b) Nothing contained herein will prevent the faculty members whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

**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.

Chief Negotiator. UWF: \_\_\_\_\_  
Chief Negotiator. UFF: \_\_\_\_\_

Chula King 8-14-07  
Chula King, Chief Negotiator Date  
University of West Florida

Kenneth Craig Jones 8-14-07  
Kenneth Craig Jones, Chief Negotiator Date  
United Faculty of Florida