

ARTICLE 25: COMPENSATION

25.1. Faculty Compensation Plan

- A. Upon ratification of this Agreement, all compensation of members of the bargaining unit shall be governed by provisions of this Article.
- B. "Base Salary/Pay" is the initial salary amount assigned to the bargaining unit member within the salary range. The base salary is paid to the bargaining unit member over the assigned contract length for performing the basic duties and responsibilities of the bargaining unit member's job. Base salary will not include supplemental pay, overload pay, bonuses, stipends, or similar types of additional compensation.

25.2. Salary Payment

- A. For their first year of employment, bargaining unit members will be paid on a biweekly basis. For years subsequent to the first year, the bargaining unit member may elect to change status and be paid over the length of their contract or over a twelve (12) month period, with prior notice to the Director, Human Resources no later than July 1 of that year. Overload payments will be clearly itemized on regular paychecks.
- B. Bargaining unit members who are employed full-time for an additional summer term will be paid on a biweekly basis.
- C. Those new bargaining unit members who begin employment after the regular start of the fall semester will have their pay pro-rated and paid through the final pay date of the 12-month deferred pay schedule.
- D. The College will provide automatic payroll deposits with a biweekly electronic copy provided to the employee.

25.3. Academic Rank - the Professorial Ranking System recognizes the following ranks:

- 1. Instructor
- 2. Assistant Professor
- 3. Associate Professor
- 4. Professor

25.4. Salary Schedule

- A. Full-time faculty bargaining unit members are those faculty bargaining unit members who carry a full credit teaching load which is defined as a minimum of 15 instructional load hours or on-line contact hours per week, or its equivalent, in each semester. A full-time faculty bargaining unit member's contract will state the amount of the salary and the term of employment.
- B. The following salary schedule will be used for all full-time 9-month faculty:

 LPT
BOT Approval
 9/26/23
Date

Level	Rank	Minimum	Maximum
A1	Lecturer	\$25,200	\$36,468
A2	Instructor	\$40, 930	\$ 46,442
A3	Assistant Professor	\$48, 147	\$54,324
A4	Associate Professor	\$56, 348	\$63,205
A5	Professor	\$65, 522	\$83,423

35
 36 C. The President may authorize variations in hiring practices, travel reimbursements, leaves,
 37 special compensation, severance and pay in lieu of notice, subject to legal requirements and
 38 based upon justification and appropriate recommendations of the Director, Human Resources
 39 and executive staff. Special rates of pay that have been adopted for services requiring special
 40 certification, and for unique or difficult to fill assignments may be continued or revised to meet
 41 College needs and market conditions as deemed necessary by the President. Examples include,
 42 but are not limited to, assignments in support of Health Professions Programs; contracts with
 43 industry; local, state or federal grant programs; high technology programs; new College
 44 initiatives; and special Staff and Program Development activities.

45 25.5. One-Time, Non-Recurring Wage Action 2019-2020

46 A. Effective upon ratification, the College will provide a one-time, non-recurring wage-action to
 47 eligible in-unit employees.

48 B. The non-recurring wage action to in-unit faculty will be equal to \$1,100.00, subject to
 49 applicable deductions and withholdings including retirement, social security/Medicare and
 50 taxes.

51 C. In order to be eligible for the 2019-2020 non-recurring wage action Employees must have been
 52 employed on or before March 31, 2017 and continuously employed through the pay date of the
 53 wage action.

54 25.6. Salary Increase for 2019-2020

55 A. Effective the first pay period upon ratification, the College will provide a 2% across-the-board
 56 recurring wage increase to eligible in-unit employees' base salaries.

57 B. In order to be eligible for the 2019-2020 salary increase:

58 1. Employees must have been employed on or before March 31, 2019 and continuously
 59 employed through the pay date of the wage action; and,

60 2. Have not received a notice of non-renewal or termination prior to the effective date of this
 61 wage increase.

62 3. The wage increase is retroactive for eligible employees as of July 1, 2019.

63 25.7. Initial Placement & Promotion

64 A. Assignment of Academic Rank to new faculty will be made according to the following criteria:

65 1. Academic degree(s) obtained;

- 66 2. Additional credits which may be used for promotion;
67 3. Years of experience credited towards assigned placement;
68 4. Additional experience which may be used for promotion including;
69 a. Semester hour equivalency for approved semester hours beyond highest degree; and
70 b. Years of work experience for approved years of related work experience.
- 71 B. Military Service will be accepted as credit for initial placement provided the instructor was
72 teaching immediately preceding and immediately following obligatory military service, up to
73 a maximum of 5 years.
- 74 C. Professional and Industrial Experience directly related to the assignment at State College of
75 Florida, Manatee-Sarasota may be accepted in lieu of teaching experience up to a maximum
76 of 5 years.
- 77 D. Hospital Work Experience may be accepted, therefore, full-time experience (not internship)
78 may be credited for health science education faculty, up to a maximum of 5 years.
- 79 E. Divided Time Experience. Employment of less than 9 months in one position can be added to
80 those months of employment of another location during a single calendar year for credit of one
81 year's experience. For example: 6 months of professional work, plus 4 months of teaching
82 during one calendar year will equate to one year of credit experience.
- 83 F. New Bargaining Unit Faculty will be placed within the range provided in 25.4 based on an
84 evaluation of experience in accordance with the factors listed in this section 25.7
- 85 G. Faculty salaries will move within the range in accordance with the salary schedule and any
86 salary increases in accordance with this Agreement. Faculty members reaching the established
87 maximum for his/her pay range will remain at the maximum level.
- 88 H. Faculty who have been awarded a promotion will receive the minimum salary for the next rank
89 at the beginning of the next academic year.

90 25.8. Other Teaching Assignments

- 91 A. Summer. Full-time faculty who have been recommended for employment for the next
92 academic year, and who teach during the Summer term will be compensated at a rate of
93 \$2,550.00 per 3 semester hours up to a maximum of 12 ILH total for all summer sessions.
- 94 B. Summer Benefits. Full-time faculty who have been recommended for employment for the next
95 academic year, will be maintained on benefits, including health and other benefits paid for by
96 the College between contract years.
- 97 C. Overload assignments. Overload faculty (credit) will be compensated at a rate of \$2100 per 3
98 semester hours. Overload faculty will have \$34.05 deducted from their total compensation for
99 each hour of class time for which he/she is absent.
- 100 D. Substitutes. Substitutes will be paid \$34.05 per teaching hour. A full-time faculty member in a
101 regular, budgeted position will receive the substitute rate when substituting outside of his/her
102 regularly established schedule.

- 103 25.9. Stipends, Release time, and Miscellaneous Duties – Release time and stipends,
104 compensation for supplemental positions and miscellaneous duties shall be status quo.

105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140
141
142

25.10. One-Time, Non-Recurring Wage Action for 2021-2022

- A. Effective upon the parties ratification, the College will provide a one-time, non-recurring wage-action to eligible in-unit faculty.
- B. The non-recurring wage action to in-unit faculty will be equal to four percent (4%) of the in-unit faculty member’s base salary, subject to applicable deductions and withholdings including social security/Medicare and taxes.
- C. In order to be eligible for the 2021-2022 non-recurring wage action Employees must have been employed on or before June 30, 2021 and continuously employed through the pay date of the wage action.

25.11 Salary Increase for 2022-2023

- A. Effective the first pay period upon ratification, the College shall provide a 5% across-the-board recurring wage increase to eligible faculty bargaining unit members’ base salaries.
- B. In order to be eligible for the 2022-2023 salary increase:
 - 1. Employees must have been employed on or before March 31, 2022 and continuously employed through the pay date of the wage action; and,
 - 2. Have not received a notice of non-renewal or termination prior to the effective date of this wage increase.
 - 3. The wage increase is retroactive for eligible employees as of July 1, 2022.
- C. Overload faculty (credit) will be compensated at a rate of \$2,000 per 3 semester hours. The rate increase is retroactive for all bargaining unit members as of August 11, 2022 and will be effective on the pay period as reasonably practicable after ratification.
- D. All bargaining unit members, compensated at the minimum salary rate of their rank as of the effective date of ratification of 25.11(D), shall have their salaries raised to the new minimum salary rate as reflected in the revised salary schedule as defined in Article 25.4(B).

25.12 Salary Increase for 2023-2024

- A. Effective the first pay period upon ratification, the College shall provide a 5% across-the-board recurring wage increase to eligible faculty bargaining unit members’ base salaries.
- B. In order to be eligible for the 2023-2024 salary increase:
 - 1. Employees must have been employed on or before March 31, 2023 and continuously employed through the pay date of the wage action; and,
 - 2. Have not received a notice of non-renewal or termination prior to the effective date of this wage increase.
 - 3. The wage increase is retroactive for eligible employees as of July 1, 2023.

143
144
145
146
147
148
149
150
151
152
153

C. Overload faculty (credit) will be compensated at a rate of \$2100 per 3 semester hours. The rate increase is retroactive for all bargaining unit members as of August 10, 2023 and will be effective on the pay period as soon as reasonably practicable after ratification.

D. Bargaining unit members that receive the 5% salary increase for 2023-2024 to their base salary resulting in a new salary that exceeds the maximum stated salary range in 25.4.B shall still receive the full 5% increase. Bargaining unit members that are promoted following the 2022-2023 academic year, shall receive the new salary of their promoted rank plus the full 5% salary increase for 2023-2024.

United Faculty of Florida - Official Certification of Ratification Election

Chapter:

State College of Florida

Date:

8/18/23

Time:

11:30

Location:

25A 207

Total Valid Ballots cast:

66

Ballots for Ratification (yes):

66

Ballots against Ratification (no):

0

Invalid Ballots:




0

Was Ratification Successful? (Circle one)

YES

NO

Witnesses (at least three witnesses are required)

Name (Print)	Signature	Title
Jennifer Biesel		President
Maria Spelleri		Vice President
Daniel Fuestman		LWR Elections Officer