

1 Article 23

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3 Salaries

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5 23.1 Policy. The parties to this Agreement recognize the importance of providing appropriate
6 compensation as an essential component in the delivery of quality higher education, scholarship,
7 and service to the institution, community, and profession. To that end, the parties are committed
8 to working toward the strategic goals of Florida Gulf Coast University especially high quality
9 education, quality improvement, and hiring and retaining talented and dedicated faculty through
10 competitive compensation and support. This is a policy statement and is not subject to Article 20,
11 Grievance Procedure.

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13 23.2 Promotions.

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15 A. Promotion shall be granted to employees pursuant to the promotion process in Article 14.

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17 B. All employees receiving promotion to Instructor Level II or Academic Advisor Level II will
18 receive a nine percent (9%) increase to their previous year's base salary.

19
20 C. All employees receiving promotion to Instructor Level III or Academic Advisor Level III will
21 receive a ~~nine percent (9%)~~ twelve percent (12%) increase to their previous year's base salary.

22
23 D. All employees receiving promotion to Associate Professor or Associate Librarian will receive
24 a nine percent (9%) increase to their previous year's base salary.

25
26 E. All employees receiving promotion to Professor or Librarian will receive a twelve percent
27 (12%) increase to their previous year's base salary.

28
29 F. For ~~2011-2012~~ 2012-2013 promotion increases will be effective as of August 7, ~~2011~~ 2012.

30
31 23.3 Eligibility.

32
33 A. For ~~2011-2012~~ 2012-2013 an in-unit employee who was employed by the University on or
34 before July 1, ~~2011~~ 2012 and anticipated to continue employment during the full ~~2011-2012~~
35 2012-2013 academic year, shall be eligible for any legislatively mandated adjustment to base

Approved: [Signature]
For the Florida Gulf Coast University
Board of Trustees

Approved: [Signature]
For the United Faculty of Florida

Date: 12/3/12

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36 salary and/or other identified compensation to employees as applicable (Article 23.4) and any
37 University provided base salary increase and/or any non-recurring compensation to employees as
38 applicable for ~~2011-2012~~ 2012-2013 (Article 23.4) if their most recent annual performance
39 evaluation is at least "overall satisfactory".
40

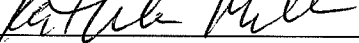
41 B. Contract and Grant funded employees who are eligible per Article 23.3A above shall receive
42 compensation adjustments equivalent to similar employees on Education and General (E&G)
43 funding, provided that such salary increases are permitted by the terms of the contract or grant or
44 the rules of the funding agency.
45

46 23.4 Faculty Compensation.
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48 A. Salary Increase for Promotions for ~~2011-2012~~ 2012-2013. The University shall provide a pool
49 of such an amount as is needed to fund promotion increases to faculty who have been promoted.
50 For ~~2011-2012~~ 2012-2013, the amount will be sufficient to provide base salary increases for in-
51 unit faculty who were approved for promotion by the Board of Trustees at ~~the its~~ its June ~~2011~~2012
52 meeting. From the established pool, the respective faculty members shall, effective August 7,
53 ~~2011~~2012, receive adjustments to their ~~2010-2011~~ 2011-2012 base salary, consistent with the
54 rank or level to which they were promoted and the percentage adjustment to base salary outlined
55 in Article 23.2.A to E above.
56

57 B. Base Salary Adjustment. ~~Effective January 1, 2012, the University shall provide all eligible~~
58 ~~employees a 2011-2012 across the board base salary increase equal to two percent (2%) of the~~
59 ~~employee's December 31, 2011 base salary. There shall be no base-salary increase and no one-~~
60 ~~time lump sum bonus payment for 2012-2013.~~
61

62 23.5 Administrative Stipends. A temporary salary increase which is provided to an in-unit
63 faculty for performing a specific, titled administrative function shall be permitted under this
64 agreement as an Administrative Stipend and shall not result in the change of the faculty in-unit
65 status. The University shall provide the employee a written notification of the stipend which
66 states the rank and discipline of the employee, the amount of the stipend, and the reason for the
67 stipend. Administrative stipends shall cease when the temporary administrative function ends.
68

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69 ~~23.6 Merit Increases. Each college/unit shall develop procedures and criteria for the distribution~~
70 ~~of merit increases, should they become available. These procedures are subject to approval by~~
71 ~~the President or designee.~~

72
73 ~~23.67~~ Notification.

74
75 All employees who are to be promoted as of August 7, ~~2011~~ 2012 shall receive notice of their
76 ~~2011-2012~~ 2012-2013 promotion related increase (Appendix E) at least two (2) weeks prior to
77 the effective date of implementation, if practicable.

78
79 ~~23.78 Ongoing Compression and Inversion (C&I) Study. Consistent with Article 23.8 of the~~
80 ~~2009-2010 Supplement and 2010-2011 Extension to the 2007-2010 Collective Bargaining~~
81 ~~Agreement the parties acknowledge that they have commissioned an external consulting firm to~~
82 ~~conduct a C&I Study to inform bargaining. A copy of the final report from the consulting firm~~
83 ~~will be provided to the parties. The parties will continue to work to consider the January 2012~~
84 FGCU Faculty Salary Compression and Inversion Study completed by The Balmoral Group.
85

Approved: Kathleen Mills
For the Florida Gulf Coast University
Board of Trustees

Date: 12/3/12

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For the United Faculty of Florida

Date: _____