

## ARTICLE 23

### Salaries

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

#### 23.2 Promotions.

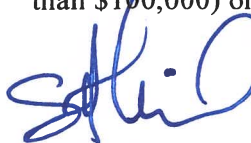
- A. Promotion shall be granted to employees pursuant to the promotion process in Article 14.
- B. All employees approved for promotion after August 2018 will receive a 13% increase to their previous year's base salary.
- C. For 2019-2020 promotion increases will be effective as of August 7, 2019.

#### 23.3 Eligibility.

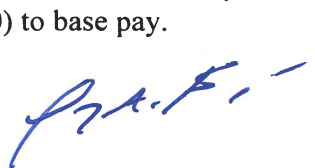
- A. For 2019-20, an in-unit employee who was employed by the University on or before July 1, 2019, and anticipated to continue employment during the full 2019-2020 academic year, shall be eligible for any legislatively mandated adjustment to base salary and/or other identified compensation to employees, as applicable (Article 23.4), as well as any University- provided base salary increase and/or any non-recurring compensation to employees, as applicable for 2019-2020 (Article 23.4), if their most recent annual performance evaluation is at least "overall I satisfactory".
- B. Contract and Grant funded employees who are eligible pursuant to Article 23.3A above, shall receive compensation adjustments equivalent to similar employees on Education and General (E&G) funding, provided that such salary increases are permitted by the terms of the contract or grant or the rules of the funding agency.

#### 23.4 Faculty Compensation

- A. The University shall provide a pool of such an amount as needed to fund promotion increases to faculty who have been promoted. The amount will be sufficient to provide base salary increases for in-unit faculty who were approved for promotion. Such increases will be effective on August 7 following promotion.
- B. Base Salary Adjustment. For 2019-2020, the University shall provide all eligible employees a 2% base salary increase. The base salary adjustment will be computed according to the rate of pay in place August 7, 2019. Eligible faculty will receive the greater of \$2,000 (if base annual salary is less than \$100,000) or a 2% increase (if base annual salary is at least \$100,000) to base pay.

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700  
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### 22.3 Sabbaticals.

A. Policy. Sabbaticals for professional development are to be made available to employees who meet the requirements set forth below. Such sabbaticals are granted to increase an employee's value to the University through enhanced opportunities for professional renewal, planned travel, study, formal education, research, writing, or other experience of professional value, not as a reward for service.

#### B. Types of Sabbaticals.

(1) The University will make available to each employee whose application has been reviewed by the University a sabbatical for two (2) semesters (i.e., one (1) academic year) at half-pay, subject to the conditions set forth below. The University may, with the approval of the UFF-FGCU, provide sabbaticals that are equivalent to the two (2) semester half-pay sabbaticals.

(2) Each year, the University will make available one, single-semester, full-pay sabbatical for each thirty (30) eligible employees, subject to the conditions set forth below. The University may, with the approval of the UFF-FGCU, provide sabbaticals that are equivalent to the one (1) semester, full-pay sabbaticals.

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