

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:



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Level	Rank	Minimum	Maximum
A1	Lecturer ¹	\$25,200 — See Salary Schedule	\$36,468 — See Salary Schedule
A2	Instructor	\$40,930 ²	\$46,442
A3	Assistant Professor	\$48,147	\$54,324
A4	Associate Professor	\$56,348	\$63,205
A5	Professor	\$65,522	\$83,423

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

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

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

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

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

~~25.6. Salary Increase for 2019-2020~~

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

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

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

¹ Lecturers are not in the bargaining unit and their compensation is not negotiated by UFF. See SCF Salary Schedule for Reference.

² Minimum of A2 will exceed the maximum of A1.


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~~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, 2019.~~

25.57. Initial Placement & Promotion

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

1. Academic degree(s) obtained;
2. Additional credits which may be used for promotion;
3. Years of experience credited towards assigned placement;
4. Additional experience which may be used for promotion including;
 - a. Semester hour equivalency for approved semester hours beyond highest degree; and
 - b. Years of work experience for approved years of related work experience.

B. Military Service will be accepted as credit for initial placement provided the instructor was teaching immediately preceding and immediately following obligatory military service, up to a maximum of 5 years.

C. Professional and Industrial Experience directly related to the assignment at State College of Florida, Manatee-Sarasota may be accepted in lieu of teaching experience up to a maximum of 5 years.

D. Hospital Work Experience may be accepted, therefore, full-time experience (not internship) may be credited for health science education faculty, up to a maximum of 5 years.

E. Divided Time Experience. Employment of less than 9 months in one position can be added to those months of employment of another location during a single calendar year for credit of one year's experience. For example: 6 months of professional work, plus 4 months of teaching during one calendar year will equate to one year of credit experience.

F. New Bargaining Unit Faculty will be placed within the range provided in 25.4 based on an evaluation of experience in accordance with the factors listed in this section 25.7

G. Faculty salaries will move within the range in accordance with the salary schedule and any salary increases in accordance with this Agreement. ~~Faculty members reaching the established maximum for his/her pay range will remain at the maximum level.~~

H. Faculty who have been awarded a promotion will receive the minimum salary for the next rank at the beginning of the next academic year.

25.68. Other Teaching Assignments

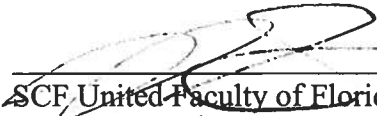
A. Summer. Full-time faculty who have been recommended for employment for the next academic year, and who teach during the Summer term will be compensated at a rate of ~~\$2,550.00~~ \$2,725 per 3 semester hours up to a maximum of 12 ILH total for all summer sessions.



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B. Summer Benefits. Full-time faculty who have been recommended for employment for the next academic year, will be maintained on benefits, including health and other benefits paid for by the College between contract years.

C. Overload assignments. Overload faculty (credit) will be compensated at a rate of ~~\$2100~~ \$2,250 per 3 semester hours. Overload faculty will have ~~\$34.05~~ \$36.48 deducted from their total compensation for each hour of class time for which he/she is absent.

D. Substitutes. Substitutes will be paid ~~\$34.05~~ \$36.48 per teaching hour. A full-time faculty member in a regular, budgeted position will receive the substitute rate when substituting outside of his/her regularly established schedule.

25. ~~79~~. Stipends, Release time, and Miscellaneous Duties – Release time and stipends, compensation for supplemental positions and miscellaneous duties shall be status quo.

25. ~~810~~ Non-recurring wage action for 2024-2025

A. The Parties acknowledge that pursuant to a ratified Memorandum of Understanding eligible bargaining unit members received a one time separate non-recurring payment of Two Thousand and no/100s Dollars (\$2,000.00) for FY2024-2025.

B. Additionally, subject to approval of funding by the Board, , the College will provide a second non-recurring wage-action to eligible in-unit faculty effective upon the parties' ratification

C. The second non-recurring wage action to in-unit faculty will consist of a payment of Two Thousand and no/100s Dollars (\$2,000.00), subject to applicable deductions and withholdings including social security/Medicare and taxes, to be paid within thirty (30) days of ratification by the Parties ,

D. In order to be eligible for the first 2024-2025 non-recurring wage action, Employees must have been employed on or before June 30, 2024 and continuously employed through the pay date of the wage action.

E. In order to be eligible for the second 2024-2025 non-recurring wage action, Employees must have been employed on or before March 1, 2025 and continuously employed through the pay date of the wage action.

25.11 Salary Increase for 2025-2026

A. Faculty will receive a Cost of Living Adjustment to the base of 7%. This increase will apply to all faculty members starting with the Fall 2025 semester start (August 7, 2025).

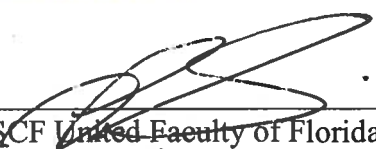
B. In the event that enrollment as defined by (FTE) goes up by 1% faculty will get an additional 1% to the base. If enrollment goes up by 2% faculty get an additional 2% to the base. If enrollment goes up by 3% or more faculty will get an additional 3% to the base.



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C. In alignment with SCF's collective pursuit of the President's strategic goals faculty will earn an additional 1% to the base if total graduation increases to 43%. If total graduation increases to 46% faculty will receive an additional 2% to the base. Finally, if graduation rates reach 50% faculty will receive an additional 5% to the base.

25.9 One-Time, Non-Recurring Wage Action 2025-2026

A. Subject to approval of funding by the Board, the College will provide a one-time, non-recurring wage action to eligible in-unit employees for FY2025-2026 effective upon the parties' ratification.

B. The non-recurring wage action will consist of a payment equal to 7% to each in-unit employees' base salary or \$4,000, whichever is greater, subject to applicable deductions and withholdings to be paid within thirty (30) days of ratification by the Parties

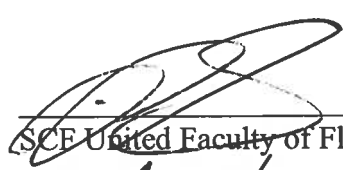
C. In order to be eligible for the 2025-2026 non-recurring wage action in-unit employees must be in good standing and have been employed on or before as of June 30, 2026 and continuously employed through the pay date of the wage action. Bargaining unit members who officially retired through the Florida Retirement System (FRS) between May 8, 2026, and date of the payment, will remain eligible for the one-time payment.



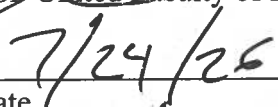
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