

University of West Florida
One-Year Extension to Employment Agreement
For President Martha D. Saunders
Current Term: January 1, 2024- December 31, 2024
Proposed Extension Term: January 1, 2025-December 31, 2025

Description	Proposed Terms
Term of Contract	One-year extension of the term from January 1, 2025 to December 31, 2025 ("Term").
Compensation:	
Annual Base Salary	Increased. Under the new agreement, the base salary for the Term will be \$536,273.00, which is a 7% increase and represents her 2025 salary. This base salary increase will be given after receiving a 4.0% COLA effective July 20, 2024, and a 3% raise effective January 1, 2025. The base salary for the January 1, 2024 through December 31, 2024 agreement was \$500,627.00. The opportunity for potential increases is determined annually by the Board of Trustees in conjunction with the Board's evaluation of job performance and eligibility for any salary increase generally applicable to University employees in her employment classification.
Annual Performance Incentive	Unchanged. Annual Performance Incentive may be granted for annual achievement of performance incentive criteria set by the Board of Trustees in an amount of up to twenty percent (20%) of base salary.
Benefits/Expenses:	
Annual Retirement Supplement	Unchanged. Payment of a supplemental deferred compensation benefit equal to 18.9% of base salary during each year of service as President. This supplement is in addition to regular state benefits and contributed to a defined contribution 401(a) plan.
All Other Monetary Benefits During Term	Unchanged. Includes car and housing allowance, annual physical examination to the extent the costs are not covered by the President's health insurance, supplemental pay for mobile phone and eligibility for all applicable State of Florida and University developed benefits authorized by the legislature or other authorized governing bodies based on her annual base salary. The President is also entitled to all benefits applicable to executive service personnel in accordance with University policy and Florida law.

Provisions Upon Expiration of Term as President:

<p>One-Year Discretionary Professional Development Leave Upon Expiration of Term at 100% of President's Pay Level; Providing for an Additional One-Year Professional Development Leave Without Pay; Providing for Financial Support for Professional Development Leave Activities</p>	<p>Unchanged. The agreement provides for a one-year discretionary professional development leave at the end of the Presidential term. During this one-year discretionary leave period the salary rate will be one-hundred percent (100%) of the base salary in effect as President immediately preceding the leave. The professional development leave may be extended for one additional calendar year at the President's discretion. However, any professional development leave exceeding one year will be unpaid.</p> <p>During the period of professional development leave she shall develop and enhance her skills in research, service and consulting and retooling for the classroom. She will receive \$12,000.00 in financial support for professional development leave activities, including travel expenses and tuition costs.</p>
<p>Faculty Position Following End of Presidential Term or End of Discretionary Professional Development Leave; Faculty Position and Assignment Defined; Benefit for Scholarly Work.</p>	<p>Clarified. Following the end of the Presidential term or the end of the discretionary professional development leave, the agreement provides for a faculty position, which has been clarified to indicate the position will be in the Department of Communication pursuant to a standard in-unit, 9-month faculty employment contract. The agreement requires the following faculty assignment: teaching – 25%, research – 25%, and service - 50%. There will be a one-time contribution of \$25,000 to fund a seed account to support her scholarly work.</p>

Other:

<p>Adjustment to Evaluation Cycle</p>	<p>Unchanged.</p>
<p>Approval Process and Execution of Amended Contract</p>	<p>Unchanged. Agreement on all terms is conditioned upon obtaining UWF Board approval of terms, UWF Foundation approval of its funding obligation, and approval of the extension by the Board of Governors, and upon mutual execution of a contract document with language carrying forward current contract provisions as amended per terms set forth in this Term Sheet.</p>
<p>Termination of the Agreement for Cause</p>	<p>Unchanged. The Board may terminate this Agreement at any time for cause. For neglect or inattention by the President, the Board is required to give specific written notice of such neglect or inattention and she may be removed for cause only after she has continued such neglect or inattention during a subsequent period specified by the Board not less than thirty (30) days following her receipt of the written notice from the Board of Trustees that she is not in compliance. Other acts of termination for "cause" for serious misconduct are defined by the contract without a required notice period.</p>
<p>Termination of the Agreement Without Cause</p>	<p>Unchanged. Ninety (90) days prior written notice if the Board or President terminates this Agreement at any time prior to the expiration of the Term.</p>