

University of West Florida
One-Year Extension to Employment
Agreement For President Martha D. Saunders
Current Term: 2017-2019
Proposed Extension Term:
January 1, 2020-December 31, 2020

Description	Proposed Terms
Term of Contract	One-year extension of the term, from January 1, 2020 to December 31, 2020 ("Term").
Compensation:	
Annual Base Salary	Under the extension contract, the base salary will be increased from her current 2019 salary of \$386,761 to \$405,000.00 beginning January 1, 2020. This is an increase of less than 5%. Otherwise unchanged. The opportunity for potential increases are determined annually by the Board of Trustees in conjunction with the Board's valuation of job performance and eligibility for any salary increase generally applicable to University employees in her employment classification.
Annual Incentive Bonus	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:	
One-Year Discretionary Professional Development Leave Upon Expiration of Term at 90% 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 .	The current agreement provides for a one-year discretionary professional development leave at the end of the Presidential term. 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. The extension agreement provides a salary in the amount of 90% of the then-current salary level at the expiration of her term as President during the first one-year of professional development leave. Otherwise, consistent with current contract. 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>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>Under the extension contract, if the President chooses to return to faculty status, the President's salary as Professor shall be \$242,205.92. Under the current contract if the President chooses to return to faculty status, the President's salary as Professor will be calculated as follows: (a) if the President has served at least three years as President – the higher of (x) a salary equal to ninety percent (90%) of her salary as Provost at UWF for calendar year 2016, or (y) a salary equal to the average of the salaries of the three (3) highest paid tenured faculty in the college to which she is assigned; (b) if Employee has served less than three years as President – a salary equal to ninety percent (90%) of her salary as Provost at UWF for calendar year 2016; (c) For purposes of these calculations, it is agreed that the President's salary as Provost at UWF for calendar year 2016 is \$255,348, and that 90% of such salary is a rate per annum equal to \$229,813.20.</p> <p>Otherwise the conditions for the President to return to faculty status and her benefits remain unchanged. If the contract is terminated without cause, if the President resigns with ninety (90) days prior written notice or if the extension contract is not renewed at the end of the Term and expires, the President shall be offered the opportunity to return to a faculty position as a tenured Professor in the University's Department of Communication. President Saunders' workload as a tenured Professor in the Department of Communication will be distributed as follows: teaching – 50%, research – 25%, and service – 25%. The University will make a one-time contribution of \$25,000 to fund a seed account to support her scholarly work. The salary guarantee shall extend for five (5) years of satisfactory performance as a tenured faculty member; thereafter, President Saunders' salary shall be determined to reflect the market and performance.</p>
<p>Other:</p>	
<p>Adjustment to Evaluation Cycle</p>	<p>Unchanged.</p>
<p>Approval Process and Execution of Amended Contract</p>	<p>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>