

ARTICLE 23
SALARIES

1 23.1 Policy.

2 (a) The Board and the UFF agree that salary is an important positive factor in the
3 recruitment and retention of strong researchers and teachers, and that a salary increase can
4 be a powerful positive incentive for meritorious performance.

5
6 (b) Merit-based salary increases and bonuses are based on the duties assigned
7 pursuant to Article 9 and the faculty evaluation criteria and procedures established by
8 departments/units pursuant to Article 10.

9
10 (c) The President shall, in his or her next annual budget request, request the Board
11 of Governors to seek from the Florida Legislature recurring funds to be allocated toward
12 meritorious performance, correcting market inequities within the faculty, and raising
13 average FSU faculty salaries to the national average for research universities with very
14 high research activity as reflected in the most recent Oklahoma State University survey and
15 similar sources as appropriate. The distribution of any salary increase funds obtained by
16 the University shall be collectively bargained by the BOT and UFF.

17
18 23.2 Categories of Salary Increases.

19 (a) Increases to faculty salaries may be awarded in the following categories:

- 20 (1) Promotion increases, pursuant to Section 23.3;
21 (2) Merit increases/bonuses, pursuant to Section 23.4;
22 (3) Market equity increases, pursuant to Section 23.5;
23 (4) Awards, pursuant to Section 23.6;
24 (5) Legislative increases/bonuses, pursuant to Section 23.7;
25 (6) Faculty Retention, pursuant to Section 23.8;
26 (7) Administrative discretionary increases, pursuant to Section 23.9.

27
28 (b) Faculty base salaries shall only be modified as provided in this Article and for
29 changes between 9- and 12-month appointments as provided in Article 8.5(a).

30
31 23.3 Promotion Increases.

32 (a) For fiscal year 2007-2008 promotion increases were granted pursuant to Article
33 14 in the amount of nine percent (9%) added to the base salary in recognition of promotion
34 to the ranks of Associate in ____, Assistant University Librarian, Associate Professor,
35 Associate Curator, Associate Scholar/Scientist/Engineer, and Associate University
36 Librarian and in the amount of twelve percent (12%) added to the base salary in
37 recognition of promotion to one of the ranks of Professor, Curator,
38 Scholar/Scientist/Engineer, Research Associate or University Librarian.

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For FSU – Board of Trustees

12-09-09
Date


For The United Faculty of Florida

8 Dec 2009
Date

1 (b) For fiscal year 2008-2009 promotion increases were granted pursuant to Article
2 14 in the amount of nine percent (9%) added to the base salary in recognition of promotion
3 to the ranks of Associate in ___, Assistant University Librarian, Associate Professor,
4 Associate Curator, Associate Scholar/Scientist/Engineer, and Associate University
5 Librarian and in the amount of twelve percent (12%) added to the base salary in
6 recognition of promotion to one of the ranks of Professor, Curator,
7 Scholar/Scientist/Engineer, Research Associate or University Librarian.

8 (c) For fiscal year 2009-2010 promotion increases were granted pursuant to Article
9 14 in the amount of nine percent (9%) added to the base salary in recognition of promotion
10 to the ranks of Associate in ___, Assistant University Librarian, Associate Professor,
11 Associate Curator, Associate Scholar/Scientist/Engineer, and Associate University
12 Librarian and in the amount of twelve percent (12%) added to the base salary in
13 recognition of promotion to one of the ranks of Professor, Curator,
14 Scholar/Scientist/Engineer, Research Associate or University Librarian.

15
16 23.4 Merit Salary Increases.

17 Not applicable.

18
19 23.5 Market Equity.

20 Not applicable.

21
22 23.6 Awards.

23 (a) The Board may award stipends in supplement of base salary and one-time
24 bonuses for the following awards:

- 25 (1) University Teaching Awards;
- 26 (2) University Advising Awards;
- 27 (3) Robert O. Lawton Distinguished Professor;
- 28 (4) Developing Scholar Awards;
- 29 (5) Distinguished Research Professor;
- 30 (6) Graduate Faculty Mentor Award;
- 31 (7) Superior Liberal Studies Honors Teaching Award;
- 32 (8) Foundation Awards for Faculty Recognition
- 33 (9) Distinguished University Scholar Awards
- 34 (10) Honors Thesis Mentor Awards
- 35 (11) Graduate Faculty Mentor Awards
- 36 (12) Compensation may be provided with newly established awards, subject to

37 collective bargaining.

38
39 (b) At the end of each academic year, the Board shall provide the UFF with a
40 complete list, in a mutually agreeable electronic format, of all awards made under this
41 section during the previous twelve (12) month period. For each such increase, the list shall
42 provide the name and classification/rank of the individual receiving the award, the nature



For FSU – Board of Trustees

12-09-09

Date



For The United Faculty of Florida

9 Dec 2009

Date

1 of the award (stipend or one-time bonus), the name of the award, and the amount of the
2 award.

3
4 (c) Each year, at the same time as the Board provides the list described in (b)
5 above, the Board shall provide the UFF with copies of the selection criteria and procedures
6 for all awards named in said list.

7
8 23.7 Legislative Increases/Bonuses.

9 (a) Fiscal year 2007-2008 Bonus. All eligible members of the bargaining unit have
10 received a non-recurring one-time payment of one thousand dollars (\$1,000.00) including
11 applicable taxes and withholding on November 9, 2007. The distribution and eligibility for
12 this compensation were in accordance with the 2007-2008 General Appropriations Act and
13 a memorandum of understanding between the Board and the UFF.

14
15 (b) Fiscal year 2008-2009 and 2009-2010. If the Legislature appropriates any
16 funds for salary increases or bonuses, the disposition of those funds shall be subject to
17 negotiation between the BOT and the UFF.

18 23.8 Faculty Retention.

19 For fiscal year 2008-2009, eligible faculty members received a salary adjustment in
20 the amount of three percent (3%) to their base salary. A faculty member in a salaried
21 position was eligible under this section if she or he was employed by the University on or
22 before May 7, 2008, and was still employed on the date of implementation, September 5,
23 2008. Adjustments for eligible faculty members were based on the September 5, 2008
24 salary rate. In addition, a faculty member must have received an overall rating above
25 official concern on the annual performance evaluation conducted in spring 2008. Faculty
26 members who were given a notice of non-renewal before the date of implementation were
27 not eligible for the retention adjustment (excluding contingent non-renewals typically
28 issued to faculty funded by contracts and grants).

29
30 23.9 Administrative Discretionary Increases.

31 (a) For fiscal year 2008-2009, the University provided salary increases beyond the
32 increases specified above under this section not to exceed one percent (1%) of the total
33 salary rate of faculty members who were in an employment relationship with the
34 University on the first day of May immediately preceding the beginning of the fiscal year
35 within the categories outlined below.

36 For fiscal year 2009-2010, the University may provide salary increases beyond the
37 increases specified above under this section not to exceed one half of one percent (.50%)
38 of the total salary rate of faculty members who are in an employment relationship with the
39 University on the first day of May immediately preceding the beginning of the fiscal year
40 for the following cases:

- 41 (1) Counter-offers made in response to verified written offers from
42 comparable or aspirational educational and research institutions.
43 (2) Endowed/named chairs.


For FSU - Board of Trustees

12-09-09
Date


For The United Faculty of Florida

9 Dec 2009
Date

1 (3) Extraordinary accomplishments recognized by the national or
2 international academic or professional community or recognition internal to the University,
3 that are substantially beyond the minimum performance criteria for the top departmental
4 merit category as approved by the faculty according to 10.4(b).

5 (4) Equity adjustments to correct salary inversions and compression relative
6 to rank and history of annual performance evaluations. For tenured or tenure-earning
7 faculty members equity adjustments shall follow the principles set forth in the *Market*
8 *Equity and FSU Faculty Salaries Report of the Joint Study Group*, dated January 24, 2007,
9 and, for all faculty members, will be based on written criteria and procedures published by
10 the dean of each college/unit and provided to the UFF Chapter at least 45 days before
11 implementation.

12 (5) Increased duties and responsibilities. A salary increase may be awarded
13 to a faculty member for a substantial increase in duties or responsibilities, such as service
14 as a department chair or an analogous responsibility.

15 (6) Notice shall be given of any discretionary increases that are approved by
16 the administration but fall outside of the categories listed above or are to be effective after
17 August 15, 2010. The UFF will have 15 days from the date of receipt to object to the
18 increase. If an objection is made, the increase shall not be implemented.

19
20 (b) Within thirty (30) days after the effective date, or as soon as practicable, the
21 University shall provide to the UFF a written notification of each Administrative
22 Discretionary Increase. The notification shall state the name of the faculty member, the
23 rank and discipline of the faculty member, the amount of the increase and the reason for
24 the increase. The report shall include the following supporting evidence:

25 (1) For counter-offers, a copy of the verified written offer.

26 (2) For endowed/named chairs, a copy of the criteria and procedures for the
27 award of the chair.

28 (3) For extraordinary accomplishments, an explanation of how the
29 accomplishments exceed the minimum criteria for the top merit category of the
30 department/unit.

31 (4) For equity adjustments, the salaries and history of annual
32 accomplishments of the group(s) relative to which the inequity is to be corrected.

33 (5) For increased duties and responsibilities, the signed annual Assignments
34 of Responsibilities for the year preceding the change and the new one reflecting the
35 increased duties and responsibilities.

36
37 (c) Any court-ordered or court-approved salary increase or any salary increase to
38 settle a legitimate broad-based employment dispute shall not be subject to the terms and
39 limitations of this section.

40
41 (d) With the exception of section 23.9(a)(6), the discretion to grant all other salary
42 increases authorized by this section shall cease on August 15, 2010, and shall not survive
43 such expiration as part of the status quo.


For FSU – Board of Trustees

12-09-09
Date


For The United Faculty of Florida

9 Dec 2009
Date

1
2 (e) All documents provided to the UFF under section 23.9 shall be in electronic
3 format and delivered to two representatives designated by the UFF.

4 23.10 Report to Faculty Members. All faculty members shall receive notice of their
5 salary increase on the Appendix "G" form or by an amended employment contract within
6 two weeks of the effective date or as soon thereafter as practicable.
7

8 23.11 Report to the UFF.

9 (a) No later than thirty (30) days after a pay period in which a salary increase
10 (including increases to base rate, awards, and bonuses) is reflected, the Board shall report
11 to the UFF in a mutually agreed electronic format a list of all faculty salary increases
12 reflected in that pay period.
13

14 (b) The report shall be formatted in easily readable columns and shall include:

- 15 (1) the name of each faculty member;
16 (2) the name of the department/unit;
17 (3) the rank of the faculty member;
18 (4) the date of promotion or appointment of the faculty member to the rank;
19 (5) the faculty member's previous year's salary rate;
20 (6) the amount received in each salary increase category during the previous
21 twelve months, according to categorization of salary increases identified in this agreement;
22 (7) the faculty member's new salary rate.
23

24 (c) A printed copy of each department's portion of the report shall be placed on file
25 in the department, available upon request to any faculty member of the department, as well
26 as in the main library, along with the documents prescribed in Article 7.
27

28 23.12 Contract and Grant-Funded Increases.

29 (a) Faculty members on contracts or grants shall receive salary increases equivalent
30 to similar faculty members on regular funding, provided that such salary increases are
31 permitted by the terms of the contract or grant and adequate funds are available for this
32 purpose in the contract or grant.
33

34 (b) Nothing contained herein shall prevent faculty members whose salaries are
35 funded by grant agencies from being allotted raises higher than those provided to other
36 faculty members under this Agreement, subject to the approval of the University President
37 or his designee.
38

39 23.13 Grievability: Unless provided for otherwise in this Article, the only issues to be
40 addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are
41 whether there is unlawful discrimination under Article 6, or whether there is incorrect
42 application of the provisions of one or more sections of this Article. No grievance may be



For FSU - Board of Trustees

12-09-09
Date



For The United Faculty of Florida

9 Dec 2009
Date

1 brought disputing an administrator's or an advisory committee's evaluative judgment of a
2 faculty member's merit.
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4 23.14 Any waiver of some or all of the right to bargain over the salaries or other
5 compensation of bargaining unit employees contained in this Article, excluding
6 administrative discretionary increases given pursuant to Section 23.9(a)(6), shall expire on
7 June 30, 2010 and shall not survive the expiration of this agreement as part of the status
8 quo.



For FSD – Board of Trustees

12-09-09
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For The United Faculty of Florida

9 Dec 2009
Date