

**ARTICLE 23**  
**SALARIES**

23.1 Policy.

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

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

23.2 Categories of Salary Increases.

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

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

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

23.3 Promotion Increases.

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

(b) For fiscal year 2008-2009 promotion increases will be granted pursuant to Article 14 in the amount of nine percent (9%) added to the base salary in recognition of promotion to the ranks of Associate in \_\_\_\_, Assistant University Librarian, Associate Professor, Associate Curator, Associate Scholar/Scientist/Engineer, and Associate University Librarian and in the amount of twelve percent (12%) added to the base salary in recognition of promotion to one of

For the Board:



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the ranks of Professor, Curator, Scholar/Scientist/Engineer, Research Associate or University Librarian.

23.4 Merit Salary Increases.  
Not applicable.

23.5 Market Equity.  
Not applicable.

23.6 Awards.

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

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

collective bargaining.


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

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

23.7 Legislative Increases/Bonuses.


(a) Fiscal year 2007-2008 Bonus. All eligible members of the bargaining unit have received a non-recurring one-time payment of one thousand dollars (\$1,000.00) including applicable taxes and withholding on November 9, 2007. The distribution and eligibility for this

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compensation were in accordance with the 2007-2008 General Appropriations Act and a memorandum of understanding between the Board and the UFF.

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

### 23.8 Faculty Retention.

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

### 23.9 Administrative Discretionary Increases.

(a) For fiscal year 2008-2009, the University may provide salary increases beyond the increases specified above under this section not to exceed one percent (1%) of the total salary rate of faculty members who are in an employment relationship with the University on the first day of May immediately preceding the beginning of the fiscal year for the following cases:

(1) Counter-offers made in response to verified written offers from comparable or aspirational educational and research institutions.


(2) Endowed/named chairs.

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

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


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

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(6) Notice shall be given of any discretionary increases that are approved by the administration but fall outside of the categories listed above or are to be effective after June 30, 2009. The UFF will have 15 days from the date of receipt to object to the increase. If an objection is made, the increase shall not be implemented.

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

(1) For counter-offers, a copy of the verified written offer.  
 (2) For endowed/named chairs, a copy of the criteria and procedures for the award of the chair.

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

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

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

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

(d) With the exception of section 23.9(a)(6), the discretion to grant all other salary increases authorized by this section shall cease on June 30, 2009, and shall not survive such expiration as part of the status quo.

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

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

23.11 Report to the UFF.

(a) No later than thirty (30) days after a pay period in which a salary increase (including increases to base rate, awards, and bonuses) is reflected, the Board shall report to the

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UFF in a mutually agreed electronic format a list of all faculty salary increases reflected in that pay period.

- (b) The report shall be formatted in easily readable columns and shall include:
  - (1) the name of each faculty member;
  - (2) the name of the department/unit;
  - (3) the rank of the faculty member;
  - (4) the date of promotion or appointment of the faculty member to the rank;
  - (5) the faculty member's previous year's salary rate;
  - (6) the amount received in each salary increase category during the previous twelve months, according to categorization of salary increases identified in this agreement;
  - (7) the faculty member's new salary rate.

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

23.12 Contract and Grant-Funded Increases.


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

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

23.13 Grievability. Unless provided for otherwise in this Article, the only issues to be addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is unlawful discrimination under Article 6, or whether there is incorrect application of the provisions of one or more sections of this Article. No grievance may be brought disputing an administrator's or an advisory committee's evaluative judgment of a faculty member's merit.

23.14 Any waiver of some or all of the right to bargain over the salaries or other compensation of bargaining unit employees contained in this Article, excluding administrative discretionary increases given pursuant to Section 23.9(a)(6), shall expire on June 30, 2009.

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