

MEMORANDUM OF AGREEMENT
BETWEEN
FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
AND
THE UNITED FACULTY OF FLORIDA – FACULTY UNIT

Salaries

WHEREAS, The Florida State University Board of Trustees (hereinafter “Board”) and the United Faculty of Florida (hereinafter “UFF”) are engaged in good faith collective bargaining;

WHEREAS, the Board and the UFF acknowledge progress in these negotiations but recognize that ratification of a new collective bargaining agreement will not likely be completed prior to the issuance of the 2009-2010 annual contracts to the faculty; and

WHEREAS, the Board and the UFF agree that it would be in the interest of Florida State University to administer salaries without delay;

NOW, THEREFORE, it is understood and agreed to the following:

1. Promotion increases for Fiscal Year 2010-2011 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 the ranks of Professor, Curator, Scholar/Scientist/Engineer, Research Associate or University Librarian.
2. One-time payments in the amount of 3% with a minimum of \$1500 and a maximum of \$4350 will be administered to all in-unit faculty members, subject to the following provisions:

Effective Date

Bonuses for eligible faculty members will be paid on the Friday, August 27, 2010 paycheck, and will be based on the August 9, 2010 salary rate less faculty promotional increases effective on the same date.

Eligibility

Nine-month faculty employees must be employed by FSU (in a salaried position) on or before May 6, 2010 (last payroll day of spring 2010 semester) and be in active payroll status on August 9, 2010 to be eligible.

Twelve-month faculty employees must be employed by FSU (in a salaried position) on or before June 30, 2010 and be in active payroll status on August 9, 2010 to be eligible.

Faculty employees must have received a satisfactory evaluation, or, if no evaluation has been done, meet their required performance standards. Faculty on Stimulus funding with a satisfactory evaluation will receive the bonus.

Faculty employees who have been given notice of non-renewal for non-budgetary reasons (other than contingent non-renewals) before August 9, 2010, are not eligible for the salary adjustment.

Other Requirements

Employees Not in Pay Status-Employees not in pay status on or after August 9, 2010, but who return to pay status before June 30, 2011, will receive the bonus at that time, as long as they meet all the eligibility requirements outlined above. It will be the department's responsibility to initiate the request for the salary adjustment/bonus payment via pPAF and provide a funding source at that time.

Non-E&G Funded Employees-faculty members whose salaries are funded from a contract, grant, auxiliary, student government, athletics or financial aid non-E&G administrative funds shall receive the salary bonus, provided that such funds are available within said funds. In the event that these salary bonuses are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the University will seek to have the contract or grant modified or the auxiliary or other fund managers work with their vice presidents to secure additional funding, if possible, to permit such a salary bonus.

3. Administrative Discretionary Increases – For the remaining funds previously allowed for Administrative Discretionary increases during fiscal year 2009-2010, the parties agree as follows:
 - (a) The parties agree to extend the provisions of Article 23.9, including the deadline articulated in Article 23.9(d), up to and including October 15, 2010.
 - (b) Notice shall be given to the UFF of any discretionary increases that are approved by the administration but would be effective after October 15, 2010. 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.

For the Board:



Susannah C. Miller
Chief Negotiator
FSU Board of Trustees

07/30/10
Date

For the UFF:



Theodore P. Baker
Chief Negotiator
UFF-FSU Faculty Unit

30 July 2010
Date