Article 23
SALARIES

For FY 2026-2027:

Promotions	12% / 15%
SPI (Sustained Performance Increase) Top Ranked Specialized Faculty every 5 years	3%
PTR Professors	3% Meets/5% Exceeds
PTR Associate Professors	$4000 Bonus Meets/ $6000 Bonus Exceeds
~~Performance Merit~~~~Department Merit~~~~Performance Department~~ Performance	1.0%~~1.0%~~
Performance Bonus	$3,400~~1,000~~4,000 ~~1.0%~~$5,000~~1.0%~~ $5,000~~1.5%~~$5,000~~1.0~~1.25%
ADI	0.70%~~0.5~~% ~~0.75%~~0.5%~~0.75%~~0.25%~~0.75~~ %25%~~80%~~0.25% 0.8250%

~~For Fiscal Year 2027-2028~~

~~Promotions~~	~~12% / 15%~~
~~SPI (Sustained Performance Increase) Top Ranked Specialized Faculty every 5 years~~	~~3%~~
~~PTR Professors~~	~~3% Meets/5% Exceeds~~
~~PTR Associate Professors~~	~~$4000 Bonus Meets/ $6000 Bonus Exceeds~~
~~Performance Bonus~~	~~0.50%~~1.0%
~~Performance Merit~~	~~0%~~
~~Department Merit~~	~~1.25~~1.0%
~~ADI~~	~~0.70%0.75%~~0.75%

23.5(e) Senior Administrator Salary Increase Trigger. During the 2026–2027 contract periods, if the Board of Trustees provides a recurring increase to the base salary of the Vice Presidents of the University, and the aggregate percentage increase in the base salaries of those

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Date	Date	Date

administrators exceeds the aggregate percentage of recurring salary increases provided to bargaining-unit faculty pursuant to Article 23.5, the University shall increase the Performance Merit percentage provided to bargaining-unit faculty by the difference between the two percentages.

For purposes of this provision, the aggregate percentage increase in administrative base salaries shall be calculated by dividing the total dollar amount of recurring base-salary increases provided to the covered administrators by the aggregate base salaries of those administrators immediately prior to the increases. The aggregate percentage of recurring faculty salary increases shall be calculated by combining the percentages allocated to Performance Merit, Departmental Merit, and Deans' Merit under Article 23.5.

Only recurring increases to base salary shall be included in determining whether this provision is triggered. Nonrecurring bonuses, awards, or other one-time payments shall not be included in the calculation. A recurring stipend, supplement, or other recurring payment that is provided in lieu of, or as a substitute for, an increase in base salary shall be treated as a recurring salary increase for purposes of this provision.

Any increase in Performance Merit required under this provision shall be recurring and shall be effective on the same date as the applicable administrative salary increases.

The University shall provide UFF with sufficient information regarding the base salaries and recurring salary increases provided to the covered administrators to permit UFF to determine whether the provisions of this Section have been triggered and to verify the amount of any resulting Performance Merit increase.

Nothing in this provision limits the University's authority to determine the compensation of employees outside the bargaining unit.

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