

## **Summary of changes to CBA for 2018-2019 for Ratification Purposes**

### **Article 8 – Appointments**

The TA clarified the language specifying that faculty on visiting appointments are not granted multi-year contracts.

**Article 23 – Salaries** specifies raises as follows:

- **Promotion Increase** continues promotion increases of 12% for the second rank and 15% for the top rank, appearing in August 17th paychecks.
- Continuation of **Sustained Performance Increases** of 3% for eligible full professors, eminent scholars, and the top rank of Specialized Faculty working for seven years or more after their promotion to the top rank. The increase will appear in August 17th paychecks.
- **Performance-based increases** of 0.75% for faculty with an overall annual evaluation of at least “meets FSU’s high expectations” on their 2018 performance evaluations. These increases will appear in September 14th paychecks.
- **Departmental merit** raises averaging 0.85% to be distributed based on Spring 2018 Merit Evaluations. These increases will appear in paychecks on October 12.
- **Deans’ merit** of 0.15% of the in-unit salary base, with distributions based on merit and with distribution plans to be reviewed by the Provost, appearing in October 12th paychecks.
- **Administrative Discretionary Increases** for increased duties, extraordinary accomplishments, counteroffers, and certain other reasons specified in Sec. 23.9, totaling up to 0.8% of the faculty salary base. These may be administered at any time.

### **Article 24 – Benefits**

The Tentative agreement adds a clause stipulating that negotiations over benefit provisions will begin immediately if the Legislature or Board of Governors were to change laws or rules regarding them.

### **Article 32 -- Definitions**

The TA concerns three definitions. The teams added a definition of Base Salary, which had not previously been included in this article. The TA also specifies that a break in service is defined as occurring after a period of 31 days. Finally, the TA changed the meaning of continuous service so that it excludes time served at FSU as an OPS or adjunct.

### **Memorandum of Understanding on Tuition Scholarships**

The teams agreed to allocate up to \$100,000 to a one-year pilot program to provide undergraduate tuition for up to six credit hours per semester to faculty children who are enrolled in at least 15 hours at FSU. Children are eligible even if they are enrolled in Florida Prepaid Tuition or are recipients of Bright Futures scholarships. Eligible children will be randomly chosen from the applicant pool.