

**Article 23**  
**SALARIES**

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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.

(c) The President shall, in his or her annual budget request, request the Board of Governors to seek from the Florida Legislature recurring funds to be allocated toward meritorious performance, correcting market inequities within the faculty, and raising average FSU faculty salaries to the national average for top 25 public research universities with very high research activity as reflected in the most recent Oklahoma State University survey and similar sources as appropriate. The distribution of any salary increase funds obtained by the University shall be collectively bargained by the BOT and UFF.

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) Sustained Performance Increases, pursuant to 23.4;
  - (3) Merit Salary increases/bonuses, pursuant to Section 23.5;
  - (4) Market equity increases, pursuant to Section 23.6;
  - (5) Awards, pursuant to Section 23.7;
  - (6) Legislative increases/bonuses, pursuant to Section 23.8;
  - (7) Administrative discretionary increases, pursuant to Section 23.9;
  - (8) Other payments, pursuant to Section 23.10.

(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.

(a) For fiscal year ~~2019-2020~~2020-2021, promotion increases will be granted pursuant to Article 14 in the amount of twelve percent (12%) added to the base salary in recognition of promotion to the ranks of Associate Professor, Associate Curator, Teaching Faculty II, Instructional Specialist II, Research Faculty II, Associate in Research, and Associate University Librarian and in the amount of fifteen percent (15%) added to the base salary in recognition of promotion to the ranks of Professor, Curator, Teaching Faculty III, Instructional Specialist III, Research Faculty III, Senior Research Associate, or University Librarian. Promotional increases shall have an effective date of the first day of the academic year.

23.4 Sustained Performance Increases.

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39 (a) Sustained performance increases are designed to recognize the high-quality performance  
40 of eligible senior faculty who have continued to contribute substantially to the University in their  
41 assigned areas of teaching, scholarship/creative activity, and service.

42 (b) Eligibility. ~~Nine-month f~~Faculty members must have been employed by the University in  
43 the top rank or promoted to the top rank on or before August 31, ~~2012-2013~~ and be in active  
44 payroll status on the effective date of the increase in order to be eligible. ~~Twelve-month faculty~~  
45 ~~members must have been employed by the University in the top rank or promoted to the top rank~~  
46 ~~on or before August 31, 2012-2013 in order to be eligible.~~

47 (1) For fiscal year ~~2019-2020~~2020-2021, eligible faculty members in the top ranks of  
48 ~~Full professors and eminent scholars who have seven years of continuous University service~~  
49 ~~after their promotion to top rank, or after their previous Sustained Performance Increase, and~~  
50 ~~who received a Sustained Performance Evaluation in 2019 as specified in Article 10.8 of the~~  
51 ~~2018-2019 have been rated above "Official Concern" in each of the previous seven years' annual~~  
52 ~~performance evaluation in accordance with Article 10.3 CBA shall receive a 3% increase to base~~  
53 ~~salary. Sustained Performance Increases shall have an effective date of August 8, 2019~~2020.

54 (2) For fiscal year ~~2019-2020~~2020-2021, eligible faculty members in the top ranks of  
55 Professor, Eminent Scholar, Research Faculty III, Teaching Faculty III, Senior Research  
56 Associate, Instructional Specialist III, University Librarian, and Curator who have seven years of  
57 continuous University Service after their promotion to top rank or after their previous Sustained  
58 Performance Increase; and who have been rated above "Official Concern" in each of the  
59 previous seven years' annual performance evaluation in accordance with Article 10.3 shall  
60 receive a 3% increase to base salary. Sustained performance increases shall have an effective  
61 date of ~~August 8, 2019~~7, 2020 the first day of the academic year.

62 23.5 Merit Salary Increases.

63 (a) Eligibility.

64 (1) ~~Nine-month f~~Faculty members must have been employed by the University in a  
65 salaried position on or before September 10, ~~2018-2019~~ and be in active payroll status on the  
66 effective date of the increase, in order to be eligible.

67 (2) ~~Twelve-month faculty members must have been employed by the University on or~~  
68 ~~before September 10, 2018-2019 and be in active payroll status on the effective date of the~~  
69 ~~increase, in order to be eligible.~~

70 (3) ~~Faculty members must have received an overall annual evaluation of at least "Meets~~  
71 ~~FSU's High Expectations" for calendar year 2018-2019 performance in order to be eligible.~~  
72 ~~Additionally, any faculty member who has received a notice of contract non-renewal will be~~  
73 ~~ineligible for a Merit Salary increase. Additionally, any faculty member who has received a~~  
74 ~~notice of contract non-renewal will be ineligible for a Merit Salary increase.~~

75 (b) Performance Increases.

76 (1) For fiscal year ~~2019-2020~~2020-2021, in recognition of their high level of  
77 performance, eligible faculty members will receive a one-time non-recurring performance  
78 increase in the amount of ~~\$1,500~~500 one thousand five~~seven and fifty~~ 1,500~~750 one thousand~~  
79 ~~five hundred and fifty dollars (\$1,500.750) one thousand five hundred dollars (\$1,500),~~  
80 ~~\$1,350~~200 (one thousand three hundred and fifty ~~two hundred dollars)~~ prorated by FTE,  
81 effective ~~September 6, 2019~~September 4, 2020~~TBD~~<insert date> ~~September 18, 2020~~October

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82 16, 2020. Upon resolution of the 2020-2021 State of Florida Legislative Session, the University  
83 shall implement a performance increase as recurring salary increase in the amount of \$1,500,  
84 prorated by FTE, effective August 7, 2020, with the following condition: the University must  
85 receive an E&G appropriation that provides a minimum of four million dollars (\$4,000,000) in  
86 new funding, in which the newly allocated monies are funds appropriated by the State  
87 Legislature, including General Revenue, Tuition and Fees, and Lottery which are available and  
88 legally authorized for such purposes. The University shall implement a performance increase as a  
89 recurring salary increase in the amount of one thousand five hundred dollars (\$1,500) if as of  
90 June 30, 2021, the University has received the full E&G funding, including General Revenue,  
91 Tuition and Fees, and Lottery, as appropriated on June 20, 2020.

92 (2) In recognition of their high level of performance, eligible faculty members will  
93 receive a recurring salary increase in the amount of one thousand five hundred dollars (\$1,500),  
94 with the following condition: the University must receive E&G funding including General  
95 Revenue, Tuition and Fees, and Lottery that are available and legally authorized for such  
96 purposes, for the full fiscal year as of June 30, 2021 that is no less than four million dollars  
97 (\$4,000,000) below that appropriated as of June 20, 2020.

98 (232) For fiscal year 2020-2021, faculty members who received the \$1,500 non-recurring  
99 performance increase under Section 23.5 (b) of the 2019-2020 Agreement, and were employed  
100 as of August 7, 2020 are currently employed, will received an equivalent increase to base salary,  
101 effective August 7, 2020. No other across the board recurring increases will be provided in fiscal  
102 year 2020-2021. No other across the board recurring increases will be provided in fiscal year  
103 2020-2021.

104 (c) Departmental Merit.

105 (1) The determination of eligibility and distribution of departmental merit will be made in  
106 accordance with the Department/Unit Faculty Evaluation Criteria and Procedures developed  
107 pursuant to Article 10.4 (Merit Evaluations). All department plans and lists are subject to  
108 approval by the appropriate dean and the Provost, who has the authority to reject the plans that  
109 do not comply with Article 10.4.

110 (2) For fiscal year ~~2019-2020~~2020-2021, Departmental Merit increases shall not be  
111 implemented.

112 (d) Deans' Merit.

113 (1) The deans shall distribute these increases to in-unit faculty members to recognize  
114 meritorious performance. The plans and lists for the distribution of deans' merit increases are  
115 subject to approval by the Provost, who has the authority to reject them.

116 (2) For fiscal year 2019-2020, Dean's Merit increases shall not be implemented.

117 (d) Deans' Merit.

118 (1) The deans shall distribute these increases to in-unit faculty members to recognize  
119 meritorious performance. The plans and lists for the distribution of deans' merit increases are  
120 subject to approval by the Provost, who has the authority to reject them.

121 (2) For fiscal year 2020-2021, Dean's Merit increases shall not be implemented.

123 23.6 Market Equity. The UFF and the University acknowledge and agree that recruiting and  
124 maintaining a top-quality faculty requires market equity with peer institutions. The University

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125 and the UFF shall periodically assess market equity in relation to faculty salaries at aspirational  
 126 peer institutions, which are among the top 25 public US universities, members of the American  
 127 Association of Universities, and “Very High Research Universities” category in the Oklahoma  
 128 State University annual Faculty Salary Survey (OSU Salary Survey). Market equity shall be  
 129 based on position, rank, discipline, experience, and performance. For Ffiscal Yyear ~~2019-~~  
 130 ~~20202020-2021~~, ~~the total E&G funds available fore Market Equity purposes shall be five~~  
 131 ~~hundred thousand dollars (\$500,000). The fiscal year 2020 2021 market equity increases shall~~  
 132 ~~be effective October 6, 2020~~market equity increases shall not be implemented.

133 (a) Eligibility. For purposes of Section 23.6, ~~for fiscal year 2020 20212017 20182020-~~  
 134 ~~212020 20212017 20182020 2021~~, “eligible tenured and tenure-track faculty members” shall  
 135 include in-unit Eminent Scholars, Full Professors, Associate Professors, and Assistant  
 136 Professors. “Eligible specialized faculty members” shall include in-unit Teaching Faculty I, II,  
 137 and III; Research Faculty I, II, and III; Assistant University Librarians, Associate University  
 138 Librarians and University Librarians. A faculty member in a visiting position is not eligible for  
 139 the Market Equity increase.

140 (1) ~~Nine-month faculty members must have been employed by the University in a salaried~~  
 141 ~~position as of September 10, 2016, and be in active payroll status on the effective date of the~~  
 142 ~~increase, in order to be eligible. Twelve-month f~~Faculty members must have been employed by  
 143 the University in a salaried position ~~as of September 10, 2019699~~, ~~and~~must be in active payroll  
 144 status on the effective date of the increase, in order to be eligible.

145 (2) Any faculty member who has received (1) an overall rating of “Unsatisfactory,”  
 146 “Inadequate,” or “Does Not Meet FSU's High Expectations” on any annual evaluation in the last  
 147 7 years, or (2) more than one overall rating of “Official Concern” in the last 7 years, will be  
 148 ineligible for a Market Equity increase. Additionally, any faculty member who has received a  
 149 notice of contract non-renewal will be ineligible for a Market Equity increase.

150 (b) CIP Code Determination. The Provost, in consultation with the Office of Faculty  
 151 Development and Advancement, shall assign each eligible faculty member a “Classification of  
 152 Instructional Program ~~20210202020~~” (CIP) code reflecting her/his major discipline. ~~as of~~  
 153 ~~December 1, 2019699~~. CIP codes are maintained by the National Center for Education Statistics.  
 154 (<https://nces.ed.gov/ipeds/cipcode>) (~~<http://nces.ed.gov/ipeds/cipcode/>~~).

155 (1) The CIP code must correspond to a degree program offered by the University. Eligible  
 156 tenured and tenure track faculty members shall be assigned a CIP code corresponding to a degree  
 157 program offered by the faculty member's “Tenure Home” department. For interdisciplinary  
 158 faculty members and specialized faculty members, excluding librarians, the CIP code most  
 159 closely reflecting the majority of their effort shall be used.

160 (2) The assignment of the CIP code shall not be subject to grievance under this Agreement,  
 161 but shall be reviewable under the procedures set forth in Section 23.6(i).

162 (c) Total Salary. The “total salary” for eligible faculty members shall include the base salary,  
 163 ~~measured as of December 1, 20199699~~, plus any payments from Direct Support Organizations  
 164 made during the ~~201999699 202020172020~~ academic year, plus the salary earned from overload  
 165 appointments during the ~~2016 2020172019 2020 2019 20202016 2017 2019 2020~~ academic

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166 year when that faculty member has received the appointment consistently for three (3) academic  
 167 years.

168 (d) Nine-Month Equivalent Salary. The “nine-month equivalent salary” for eligible nine-  
 169 month faculty members is the total salary as defined in Section 23.6(c). For eligible twelve-  
 170 month faculty members, the nine-month equivalent salary is the total salary as defined in Section  
 171 23.6(c), multiplied by 0.818 (9/11).

172 (e) Base Equity Salary. A “base equity salary” shall be established for each eligible faculty  
 173 member, which shall be the nine-month mean salary for the corresponding rank and CIP code  
 174 from the ~~FY 2013-2014~~~~FY 2013-2014~~~~most recent~~ ~~most recent~~ ~~most recent~~ ~~most recent~~ OSU  
 175 Salary Survey for “Very High Research Universities,” prorated by FTE. For purposes hereunder,  
 176 the rank of Eminent Scholar shall be combined with the rank of Full Professor.

177 (1) For Teaching Faculty I and Research Faculty I, the corresponding rank and base equity  
 178 salary shall be “Other Faculty” for “Very High Research Universities,” prorated by FTE.

179 (2) For Teaching Faculty II and Research Faculty II, the corresponding base equity salary  
 180 will be the base equity salary determined for Level 1 specialized faculty, specified in 23.7(e)(1),  
 181 multiplied by 1.12.

182 (3) For Teaching Faculty III and Research Faculty III, the corresponding base equity salary  
 183 will be the base equity salary determined for Level 2 specialized faculty, specified in 23.7(e)(2),  
 184 multiplied by 1.15.

185 (4) For Assistant University Librarians, Associate University Librarians and University  
 186 Librarians, the “base equity salary” shall be the median salary for the corresponding rank from  
 187 the ~~most recent~~ ~~most recent~~ ~~most recent~~ Association of Research Libraries (ARL) Annual Salary  
 188 Survey for “Three Step Rank Structures ~~FY 2013-2014, FY 2013-2014~~”, as specified in Figure  
 189 6(b) of the survey, prorated by FTE.

190 (f) Target Equity Salary. A “target equity salary” shall be established for each eligible  
 191 faculty member. This figure shall be the base equity salary determined from Section 23.6(e),  
 192 adjusted for the following:

193 (1) A years-in-rank adjustment shall be made, which shall be plus or minus, as appropriate,  
 194 one percent (1.0%) of the base equity salary multiplied by the difference between the faculty  
 195 member's number of years in their current rank at FSU and the average years in that rank at FSU  
 196 for all eligible faculty members under this section. The average years in rank for eligible  
 197 Associate Professors shall be 4 years. Eligible Associate Professors shall not receive credit in the  
 198 form of a years-in-rank adjustment for their time in rank at FSU over 8 years.

199 (2) In addition, for eligible faculty members who have received any departmental or deans'  
 200 merit increase ~~from August 9, 2005 through December 31, 2019~~~~599~~, the total amount of such  
 201 merit increases shall be added to the faculty member's target equity salary.

202 (g) Equity Salary Difference. The “equity salary difference” for each eligible faculty member  
 203 is the difference between the faculty member's target equity salary as defined in section 23.6(f)

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204 and their nine-month equivalent salary as defined in section 23.6(d). If this figure is less than  
205 zero, the equity salary difference is defined as zero.

206 (1) For eligible twelve-month faculty members, with the exception of the three Librarian  
207 ranks, this value is multiplied by 1.222 (or 11/9).

208 (h) Distribution.

209 (1) Distribution pools for tenured and tenure-track faculty shall be separate from distribution  
210 pools for specialized faculty.

211 (2) The Needed Market Equity for each distribution pool is defined herein as the sum of the  
212 "equity salary differences," as defined in Section 23.6(g), for all eligible E&G-funded faculty in  
213 that distribution pool, ~~as of August 7, 2020~~ as of August 7, 2020.

214 (3) The Available Market Equity Ratio for each distribution pool is defined herein as the  
215 total funds available for Market Equity purposes in that pool, as described in Section 23.6(h)(1),  
216 divided by the Needed Market Equity, ~~as of August 7, 2020~~ as of August 7, 2020, for each distribution pool.

217 (4) The Market Equity Increase for an eligible faculty member shall be equal to the Available  
218 Market Equity Ratio for their respective distribution pool multiplied by the faculty member's  
219 equity salary difference.

220 (5) The maximum increase for an eligible tenured or tenure-track faculty member shall be  
221 \$3,000. The maximum increase for an eligible specialized faculty member, as defined in 23.6(a),  
222 will be \$1,500. The remaining funds available after the cap is applied shall be distributed to the  
223 remaining eligible faculty members in their respective distribution pool by multiplying the  
224 Available Market Equity Ratio for that pool by the remaining faculty member's "equity salary  
225 difference."

226 ~~(6) The 2017-2018 increases shall be effective October 6, 2017.~~

227 (i) CIP Code Assignment Review Procedure. An eligible faculty member may request a  
228 review of her or his CIP code determination by submitting a written request to the Vice President  
229 for Faculty Development and Advancement. The request shall contain a general description of  
230 the determination in question and copies of relevant documentation. Upon receipt of a request,  
231 the determination shall be reviewed by a joint committee composed of three members selected  
232 by the Vice President for Faculty Development and Advancement and three faculty  
233 representatives selected by the UFF-FSU. Within 15 days of receiving the request, the committee  
234 shall review the request, make a decision regarding the determination, and notify the faculty  
235 member. In the event that the committee vote results in a tie, a mutually agreed upon chairperson  
236 will be selected by the committee and shall make the final determination. The decision of the  
237 committee shall be final and binding.

238 23.7 Awards.

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

241 (1) University or College Teaching Awards;

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- 242 (2) University Advising Awards;
- 243 (3) Robert O. Lawton Distinguished Professor;
- 244 (4) Developing Scholar Awards;
- 245 (5) Distinguished Research Professor;
- 246 (6) Graduate Faculty Mentor Awards;
- 247 (7) Superior Liberal Studies Honors Teaching Awards;
- 248 (8) Foundation Awards for Faculty Recognition;
- 249 (9) Distinguished University Scholar Awards;
- 250 (10) Honors Thesis Mentor Awards;
- 251 (11) Post-doc Faculty Mentor Awards;
- 252 (12) Compensation may be provided with newly established awards, subject to
- 253 collective bargaining.

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

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

262 23.8 Legislative Increases/Bonuses.

263 (a) If the Legislature appropriates any funds for salary increases or bonuses, the disposition  
 264 of those funds shall be subject to negotiation between the BOT and the UFF.

265 ~~(b) If the Legislature appropriates additional funds after the start of the fiscal year or the~~  
 266 ~~Governor releases funds that may be used for faculty salary increases, the disposition of those~~  
 267 ~~funds shall be subject to negotiation between the BOT and the UFF.~~

268 23.9 Administrative Discretionary Increases.

269 (a) For fiscal year ~~2019-2020~~2020-2021, the University may provide salary increases beyond  
 270 the increases specified above under this section not to exceed ~~eight tenths~~one-half ~~eight tenths~~  
 271 ~~of one-half~~eight-tenths of one percent (0.~~5885~~80%) of the total of all E&G funded base salaries  
 272 for in-unit faculty members, of faculty members who are in an employment relationship with the  
 273 University on the first day of May immediately preceding the beginning of the fiscal year for the  
 274 circumstances listed in 23.9:

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

277 (2) Endowed/named chairs at the time they are awarded.

278 (3) Extraordinary accomplishments recognized by the national or international academic  
 279 or professional community or recognition internal to the University, that are substantially beyond  
 280 the minimum performance criteria for the top departmental merit category as approved by the  
 281 faculty according to Article 10.

282 (4) Equity adjustments to correct salary inversions and compression either relative to  
 283 rank and history of annual performance evaluations or relative to salaries for comparable

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284 positions within the discipline. ~~For tenured or tenure earning faculty members equity~~  
285 ~~adjustments shall follow the principles set forth in the Market Equity and FSU Faculty Salaries~~  
286 ~~Report of the Joint Study Group, dated January 24, 2007, and, for all faculty members, will be~~  
287 ~~based on written criteria and procedures published by the dean of each college/unit and provided~~  
288 ~~to the UFF Chapter at least 45 days before implementation.~~

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

292 (6) Recognition for Distinguished Faculty. This category is designated to recognize  
293 exceptional performance of faculty members. The University may provide salary increases to  
294 faculty members for extraordinary performance. For faculty members in tenured or tenure-  
295 seeking positions, the University may assign the title of “Assistant/Associate Professor with  
296 Distinction” or “Distinguished Professor” to the recipients of these increases. For faculty  
297 members in “Specialized Faculty” positions, the University may assign the words “With  
298 Distinction” after the title that the faculty member currently holds.

299 (7) Notice shall be given of any discretionary increases that are approved by the  
300 administration but fall outside of the categories listed above or are to be effective after June 30,  
301 20202021. The UFF will have 15 days from the date of receipt to object to the increase. If an  
302 objection is made, the increase shall not be implemented.

303 (b) Within ~~thirty (30)~~fifteen (15) days after the effective date, ~~or as soon as practicable, or as~~  
304 ~~soon as practicable, or as soon as practicable~~ the University shall provide to the UFF a written  
305 notification of each Administrative Discretionary Increase. The notification shall state the name  
306 of the faculty member, the rank and discipline of the faculty member, the amount of the increase  
307 and the reason for the increase. The report shall include the following supporting evidence:

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

311 (3) For extraordinary accomplishments, an explanation of how the accomplishments  
312 exceed the minimum criteria for the top merit category of the department/unit; or in instances  
313 where the extraordinary accomplishment is an external award or similar, the specific external  
314 award or alternative criteria which is considered “prestigious” or “highly prestigious.”

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

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

320 (6) For recognition of distinction, the specific external award or alternative criteria which  
321 justifies the designation of “Distinguished” or “with Distinction.”

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

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325 (d) With the exception of section 23.9(a)(7), the discretion to grant all other salary increases  
326 | authorized by this section shall cease on June 30, ~~2020~~2021, and shall not survive such  
327 expiration as part of the status quo.

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

330 23.10 ~~Other Payments.~~ Not applicable.

331 23.11 ~~Report to Faculty Members.~~ All faculty members shall receive notice of their  
332 salary increase on the Appendix G form or by an amended employment contract within two pay  
333 periods of the effective date or as soon thereafter as practicable. Faculty members may review  
334 their pay histories by accessing the myFSU portal, opening the “Human Resources” link, and  
335 then opening the “Compensation History” link.

336 23.12 ~~Report to the UFF.~~

337 (a) No later than fifteen (15) days after a pay period in which a salary increase (including  
338 increases to base rate, awards, and bonuses) is reflected, the Board shall report to the UFF in a  
339 mutually agreed electronic format a list of all faculty salary increases reflected in that pay period.

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

- 341 (1) the name of each faculty member;  
342 (2) the name of the department/unit;  
343 (3) the rank of the faculty member;  
344 (4) the date of promotion or appointment of the faculty member to the rank;  
345 (5) the faculty member’s previous year’s salary rate;  
346 (6) the amount received in each salary increase category during the previous twelve  
347 months, according to categorization of salary increases identified in this agreement;  
348 (7) the faculty member’s new salary rate.

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

352 23.13 ~~Contract and Grant-Funded Increases.~~

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

357 (b) Nothing contained herein shall prevent faculty members whose salaries are funded by  
358 grant agencies from being allotted raises higher than those provided to other faculty members  
359 under this Agreement, subject to the approval of the University President or designee. For  
360 example, market equity adjustments pursuant to 23.9(a)(4) may be awarded to employees funded  
361 by grants.

362 23.14 ~~Grievability.~~ Unless provided for otherwise in this Article, the only issues to be  
363 addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are whether

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Co-Chief Negotiator  
FSU - BOT

Michael Mattimore  
Co-Chief Negotiator  
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Irene Padavic  
Co-Chief Negotiator  
UFF – FSU Chapter

Scott Hannahs  
Co-Chief Negotiator  
UFF – FSU Chapter

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Date

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Date

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Date

364 there is unlawful discrimination under Article 6, or whether there is incorrect application of the  
365 provisions of one or more sections of this Article. No grievance may be brought disputing an  
366 administrator's or an advisory committee's evaluative judgment of a faculty member's merit.

367 | 23.15 — Upon request the BOT will offer assistance to faculty members who wish to  
368 reserve salary dollars earned for time periods when they do not have an appointment with the  
369 university by providing the appropriate calculation for deductions to the faculty member as well  
370 as guidance on establishing personal direct deposits via the payroll system.

371 | 23.16 — Any waiver of some or all of the right to bargain over the salaries or other  
372 compensation of bargaining unit employees contained in this Article, excluding administrative  
373 | discretionary increases pursuant to Section 23.9(a)(7), shall expire on June 30, ~~2020~~2021.

Renisha Gibbs  
Co-Chief Negotiator  
FSU - BOT

\_\_\_\_\_  
Date

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Co-Chief Negotiator  
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