

1 MEMORANDUM OF AGREEMENT
2 BETWEEN
3 FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
4 AND
5 THE UNITED FACULTY OF FLORIDA – FACULTY UNIT
6

7 Promotions and Sustained Performance Increases
8

9 WHEREAS, The Florida State University Board of Trustees (hereinafter “Board”) and the United
10 Faculty of Florida (hereinafter “UFF”) are engaged in good faith collective bargaining;
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12 WHEREAS, the Board and the UFF acknowledge progress in these re-opener negotiations but recognize
13 that negotiations for a supplemental collective bargaining agreement may not be completed prior to the
14 issuance of the 2021-2022 annual contracts to the faculty;
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16 WHEREAS, the Board and the UFF agree that it would be in the interest of Florida State University to
17 administer promotional increases and sustained performance increases without delay in conjunction with
18 annual contracts; and
19

20 WHEREAS, the Board and the UFF agree that the issue is a continuation of the existing contract solely
21 in regard to the Promotion Increases and Sustained Performance Increase sections;
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23 NOW, THEREFORE, it is understood and agreed to the following:
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- 25 1. For those faculty members awarded a promotion pursuant to Article 14, promotional increases
26 will be granted in the amount of twelve percent (12%) added to the base salary in recognition of
27 promotion to the ranks of Research Faculty II, Teaching Faculty II, Instructional Specialist II,
28 Associate in Research, Associate Professor, Associate Curator, and Associate University
29 Librarian; and in the amount of fifteen percent (15%) added to the base salary in recognition of
30 promotion to the ranks of Professor, Research Faculty III, Teaching Faculty III, Instructional
31 Specialist III, Senior Research Associate, Curator, and University Librarian.
32
- 33 2. Full Professors and Eminent Scholars who have seven years of continuous University service
34 after their promotion to top rank and who have been rated above “Official Concern” in each of
35 the previous seven years’ annual performance evaluations shall receive a 3% increase to base
36 salary. Research Faculty III, Teaching Faculty III, Senior Research Associate, Instructional
37 Specialist III, University Librarians, and Curators who have been working continuously at FSU
38 for seven years or more after their promotion to top rank or equivalent (previous years in
39 equivalent non-tenure track classifications) and who have received a rating above “Official
40 Concern” in each of the previous seven years’ annual evaluations shall receive a 3% increase to
41 base salary.
42
- 43 3. This agreement regarding the 2021-2022 promotional increases and sustained performance
44 increases shall not constitute a precedent with respect to the continuation of any future
45 promotional increases or for the resolution of any other disputes between the parties. Nor by

46 entering into this agreement shall the parties waive or relinquish any right they may have to
47 enforce the contract with respect to any future disputes.
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49 For the Board:

For the UFF:

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51

52 _____
53 Renisha Gibbs Date
54 Co-Chief Negotiator
55 FSU-BOT

Irene Padavic Date
Co-Chief Negotiator
UFF

56

57 _____
58 Michael Mattimore Date
59 Co-Chief Negotiator
FSU-BOT

Scott Hannahs Date
Co-Chief Negotiator
UFF