

**Article 23
 SALARIES**

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).

Summary:

Promotions	12% / 15%
SPI (Sustained Performance Increase) Top Ranked Specialized Faculty every 5 years and Professors who received their last SPI or were promoted seven years ago and did not go through PTR this past academic year. and Professors who received their last SPI or were promoted seven years ago and did not go through PTR in 2023/24.	-3%
PTR Professors	3% Meets/5% Exceeds 3% 4 Meets /5% Meets/Exceeds \$4000 Bonus Exceeds
PTR Associate Professors	\$4,000 453000 Bonus Meets/ \$6,000 6,5000 Bonus Exceeds
Performance	2.5% 3 23.02 03.0%
Department Merit	0.30% 1.81 20.80 1.25%
Dean's Merit	0.20%
Market Equity	\$375K/125K 560K/140 375K/ 125K 560/140K 200K/100K 600 K/150K
ADI	0.8 %

Renisha Gibbs
 Co-Chief Negotiator
 FSU - BOT

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

Jennifer Proffitt
 Co-Chief Negotiator
 UFF – FSU Chapter

_____ Date

_____ Date

_____ Date

_____ Date

23.5(d)(1) The deans shall distribute these increases to in-unit faculty members to recognize meritorious performance. Deans' merit shall be awarded based on the following job-related criteria.

- 1. Contributions delineated in the departmental criteria but not recognized sufficiently in departmental merit, including teaching, research, or service;
- 2. Extraordinary contributions to the College and University;
- 3. Extraordinary accomplishments;
- 4. Correcting salary inequities.

The dean shall include in the distribution plan, for each award, which category numbers above were applicable, and a short explanation (approximately 25 words) and a short explanation (approximately 25 words). The plans and lists for the distribution of deans' merit increases are subject to approval by the Provost or representative, who has the authority to reject them. The short explanation shall be reported to the faculty member. The total number of awards and amounts in each category shall be reported to the UFF. Upon request by the faculty member, aThe short explanation reflecting the Dean's rationale for the merit award shall be providedreported to the faculty member. The total number of awards and amounts in each category shall be reported to the UFF.

(2) Deans' merit shall be reported as such in the faculty "Compensation History" link on the "myFSU Portal."

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23.17 No faculty member shall be paid at a full FTE rate of less than \$40,000 per annum.

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