

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 Promotion Increases 2024-2025  
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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;

11 WHEREAS, the Board and the UFF acknowledge progress in these negotiations but recognize that  
12 negotiations for a collective bargaining agreement may not be completed prior to the issuance of the  
13 2024-2025 annual contracts to the faculty;

14 WHEREAS, the Board and the UFF agree that it would be in the interest of Florida State University to  
15 administer promotional increase without delay in conjunction with annual contracts; and

16 WHEREAS, the Board and the UFF agree that the issue is a continuation of the existing contract solely  
17 in regard to the Promotion Increases section;

18 NOW, THEREFORE, it is understood and agreed to the following:

- 19 1. For those faculty members awarded a promotion pursuant to Article 14, promotional increases  
20 will be granted in the amount of twelve percent (12%) added to the base salary in recognition of  
21 promotion to the ranks of Research Faculty II, Teaching Faculty II, Instructional Specialist II,  
22 Associate in Research, Associate Professor, Associate Curator, and Associate University  
23 Librarian; and in the amount of fifteen percent (15%) added to the base salary in recognition of  
24 promotion to the ranks of Professor, Research Faculty III, Teaching Faculty III, Instructional  
25 Specialist III, Senior Research Associate, Curator, and University Librarian. Promotional  
26 Increases will be effective August 6, 2024.
- 27 2. This agreement regarding the 2024-2025 promotional increases shall not constitute a precedent  
28 with respect to the continuation of any future promotional increases or for the resolution of any  
29 other disputes between the parties. Nor by entering into this agreement shall the parties waive or  
30 relinquish any right they may have to enforce the contract with respect to any future disputes.

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Renisha Gibbs  
Co-Chief Negotiator  
FSU - BOT

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Michael Mattimore  
Co-Chief Negotiator  
FSU - BOT

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Jennifer Proffitt  
Co-Chief Negotiator  
UFF – FSU Chapter

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Scott Hannahs  
Co-Chief Negotiator  
UFF – FSU Chapter

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