ARTICLE 11: SALARIES

I. Salary Increases

Effective upon the first contract date for years 2024-2025, 2025-2026, and 2026-2027, respectfully, all eligible employees who were employed prior to January 1 of that year, and who are continuously employed through the contract date and are not in receipt of a notice of termination or non-reappointment shall receive the following increases to their nine-month equivalent base salary:

A. 2024-2025. Three and one-half percent (3.5%) or three-thousand and five hundred dollars ($3,500), whichever is greater.

B. 2025-2026. One and one-half percent (1.5%) or one thousand and five hundred dollars ($1,500), for 9-month faculty or two thousand and seven dollars ($2,007) for 12-month faculty, whichever is greater.

C. **Sufficient Funds Clause**: The 2025-2026 and 2026-2027 salary increases are contingent on the availability of sufficient new recurring funding legally expendable for faculty salary increases. In the event there is insufficient funding for the full 2025-2026 salary increase the parties shall re-open negotiations for 2025-2026 and 2026-2027 salaries. In the event there is insufficient funding for the full 2026-2027 salary increase the parties shall re-open negotiations for 2026-2027 salaries. The University shall advise the UFF-FIU of the status of the potential funding no later than 20 business days after the Governor approves the budget for the respective fiscal year.

II. Faculty Salary Equity Review

A. Each year, the University shall consult with UFF-FIU to conduct an equity study prior to the end of the Academic Year which will identify any instances of salary compression and inversion.

B. Beginning in 2025-2026 and each year thereafter, the University shall make available 0.25% of the total bargaining unit payroll at the end of the prior Academic Year to address issues of salary compression and inversion identified in the previous year's equity study.

C. The University shall consult with UFF-FIU to determine the distribution of annual equity funds allocated in this Article.

D. Eligibility in the Faculty Salary Equity Review process does not preclude faculty from being eligible for discretionary awards and increases articulated in IV, below.

III. Awards

A. 2025-2027 Convocation Awards.

At the annual Faculty Convocation, the FIU Board of Trustees or designee may provide to employees' one-time awards totaling no more than 0.16% of the total employee payroll as of the end of the prior Academic Year for special achievements, including awards for teaching, research, service, mentorship, librarianship and advising, according to the selection procedures established by the Faculty Senate. No later than July 30 of each year, the University shall provide the local UFF-FIU chapter a listing of such awards showing the name and department of each employee given an award during the previous academic year and the amount and nature of the award.

B. Research Enhancement Awards

Beginning in 2025-2026 and each year thereafter, the University shall make available research enhancement awards totaling 0.25% of the total bargaining unit payroll as of the end of the prior Academic year to support anticipated research and professional creative activity in the upcoming summer semester. These awards will be distributed evenly amongst qualified applicants (as determined by selection procedures established by the Faculty Senate), and shall total no more than $10,000 per award.

C. Publication/Creative Works Completion Awards

Beginning in 2026-2027 and each year thereafter, the University shall make available publication/creative works completion awards totaling up to 0.05% of the total bargaining unit payroll at the end of the prior Academic Year to support expenses related to the publication of scholarship and creative works for faculty who cannot cover these costs through contracts or grants. These awards will be distributed on a rolling basis and shall total no more than $5,000 per award.

IV. Supplemental Summer Instructional Appointments

Compensation for supplemental summer instructional appointments shall be as follows:

A. Course sections assigned as part of supplemental summer appointments that are not offered through auxiliary academic programs shall be compensated at the following rates of the employee's nine-month base salary for each course assigned based on three (3) credit hours courses:

1. 2024-2025: 12.25%

2. 2025-2026: 11.75%

3. 2026-forward: 11.25%

Compensation for courses of more or fewer than three (3) credit hours shall be prorated.

B. Course sections assigned as part of a supplemental summer appointment that are offered through auxiliary academic programs shall be compensated at rates established by the respective program.

1. These rates shall be set at no less than the fall/spring overload course equivalent for the individual program.

2. On a yearly basis, the University will provide the UFF-FIU the complete auxiliary academic course rate schedule by the beginning of Fall semester for current fiscal year.

V. 2024-2027 Discretionary Awards and Increases

During the 2024-2025, the 2025-2026, and the 2026-2027 academic years, the FIU Board of Trustees or designee may provide additional salary increases and/or one-time awards totaling no more than one percent (1.0%) of the total employee payroll as of the last full pay period of the prior academic year. These increases may be provided for market equity considerations, including verified counteroffers and compression/inversion; increased duties and responsibilities; special achievements;

Summer Faculty Research Awards; litigation/settlements; and similar special situations. No later than July 30 of each year, the University shall provide a listing of the distribution of these funds to the local chapter of UFF-FIU. This list will provide the name and department of the employee and the date, amount and nature of the award or salary increase during the prior academic year.

VI. Promotion Increases

Effective at the beginning of the academic year in which their promotions are effective, employees shall be awarded promotion increases as follows:

A. To Assistant University Librarian an eleven percent (11%) increase;

B. To Senior Lecturer, Senior Instructor, Research Associate Professor, Associate University Librarian, Associate Teaching Professor, or Associate Professor, a twelve percent (12%) increase;

C. To University Lecturer, University Instructor, Research Professor, University Librarian, Teaching Professor, or Professor, a fourteen percent (14%) increase.

VII. Notification to Employees

All employees shall be informed when the salary increases have been made available on Panther Soft. Upon request, an employee shall have the opportunity to consult with the person or committee that makes the initial recommendation for salary increases.

VIII. Contract and Grant-Funded Employees

A. Employees on grants or contracts shall receive salary increases and minimum salaries equivalent to similar employees on regular funding, provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the grant or contract. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the President or representative shall seek to have the contract or grant modified to permit such increases.

B. Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

IX. Report to UFF

Except as otherwise provided in this Article 11, no later than 30 days after any increases or bonuses are implemented, the University shall send an electronic file to the UFF President containing each employee's: (1) employee ID; (2) pay plan; (3) job code; (4) employee class; (5) tenure status; (6) name; (7) rank; (8) time in rank; (9) department; (10) college; (11) start date; (12) gender; (13) race; (14) base salary for the current year; (15) any one-time bonuses; (16) base-salary from previous academic year; (17) overload compensation from the previous academic year; (18) summer compensation from the previous year.

X. Type of Payment

A. For the academic year, duties and responsibilities assigned by the University to an employee that do not exceed the available established FTE for the position shall be compensated through the payment of Salary, not by OPS.

B. For the academic year, duties and responsibilities assigned by the University to an employee that are in addition to the available established FTE for the position shall be compensated through OPS and not Salary.

XI. Grievability

This Article is not subject to the Grievance and Arbitration Article but is subject to the Neutral, Internal Resolution of Policies Disputes policy as to address whether there is an arbitrary and capricious application of the provisions of one or more sections of this Article.

XII. Eligibility

Except as otherwise specified in this Article, an "eligible employee" for the purposes of this Article shall be defined as an employee who has received at least a satisfactory rating overall on his or her most recent annual evaluation. Where no evaluation was given for assigned responsibilities, performance shall be presumed to have been at least satisfactory overall. Employees on paid or unpaid leave who have not had assigned responsibilities during all or part of the previous Academic Year shall be presumed to have been at least satisfactory overall for purposes of qualifying as an "eligible employee" for purposes of this Article.

XIII. Distinguished University Professor

The Provost shall designate up to five Distinguished University Professors each year and the individuals selected will each receive a $5,000 base salary adjustment as part of the annual salary increase process in the academic year following their selection as Distinguished University Professors. The Provost, in accordance with the university governance process and subject to consultation with UFFFIU, shall determine the criteria and procedures.

XIV. Minimum Salaries

A. Full-time faculty who are covered by this collective bargaining agreement and who are not in receipt of a notice of termination or non-reappointment shall receive a base nine-month equivalent salary not less than the amounts described below:

1. Effective on the faculty contract date for the 2024-2025 academic year, the minimum base nine-month equivalent salary for eligible non-librarian employees holding a master's degree or equivalent shall be $66,000 and the minimum base nine-month equivalent salary for eligible employees holding a doctoral degree or equivalent shall be $71,000.

2. For employees carrying the designation of "librarian," effective on the faculty contract date of 2024-2025, the minimum base 12-month salary shall be $70,000.

B. The amounts specified in A.1 will increase according to negotiated base salary increases identified in I.A., I.B, I.D, and any additional area of the Collective Bargaining Agreement that specifies retention salary increases.

C. No eligible employee shall receive an increase to their base salary to meet the minimum salaries articulated in XIII.A.1 in a single year as set forth in this collective bargaining agreement of an amount greater than 5% of their annual salary, except as provided by for processes outside of this section (e.g., promotion, reclassification from non-tenure track to tenure track, administrative increments, discretionary awards and increases, etc.).

D. Retention salary increases, if applicable, shall be applied first before any minimum salary increase is provided to an employee.

XV. Non-Recurring Retention Payments

A. 2025-2026. Effective by the second full pay period after this agreement is ratified in 2025, all eligible employees who were employed prior to January 1 of 2025, and who are continuously employed through the contract date and are not in receipt of a notice of termination or non-reappointment shall receive a one-time non-recurring merit bonus of an amount determined by their Annual Evaluation score for the 2024-2025 Academic Year. The bonus amounts will be determined as follows: one thousand ($1,000) dollars for an evaluation of Satisfactory or Good; one thousand and five hundred ($1,500) dollars for an evaluation of Very Good; two thousand ($2,000) dollars for an evaluation of Outstanding.

B. 2026-2027. Effective by the second full pay period after this agreement is ratified in 2026, all eligible employees who were employed prior to January 1 of 2026, who are continuously employed through the contract date and are not in receipt of a notice of termination or non-reappointment, and who received a Satisfactory or better score on their Annual Evaluation for the 2025-2026 Academic Year shall receive a one-time non-recurring merit bonus of six thousand and five hundred ($6,500) dollars.