

Salary Article Agreement Summary

Salary Increases. We were able to secure 10% additional compensation to the bargaining unit over the next three years and a \$4000 one-time bonus for this year. Combined with last year's salary increase and bonus, as a topline number UFF-FIU will have secured an additional 15% faculty's base pay over a four-year period, and \$7000 in one-time bonuses and relief payments. This substantial financial commitment demonstrates the shared interest between the union and the administration in retaining our faculty.

Figure 1: Salary Agreement

2024-25			2025-26*			2026-27*		
Retention	Merit		Retention	Merit		Retention	Merit	
Raise	Raise	Bonus	Raise	Raise	Bonus	Raise	Raise	Bonus
3.5% or \$3500*	0%	4000	2% or \$2000*	1.25%	TBD**	1% or \$1000*	2.25%	TBD**

*All retention raise minimums are adjusted for 9-mth equivalents. The adjustment for 12-mth faculty represents minimums of \$4684.61, \$2676.92, and \$1338.46, respectively.
 ** Potential one-time bonus dollars for years 2025-2026 and 2026-2027 will be negotiated based on available funds.

Minimum Salaries. Our agreement secured substantial increases to minimum salaries for 9-mth, 12-mth, and faculty with the title “librarian” (see Figure 2). Moreover, the agreement ensures these minimums will increase in line with retention raises for AY2025-26 and AY2026-27, respectively.

To enable a balance between high minimum salaries and availability of dollars, the methodology to bring faculty to the minimums will be to (1) apply any retention raise to eligible faculty salaries, and then (2) add up to an additional 5% increase per year until the faculty member reaches the agreed upon minimum.

We are excited to announce these minimums now include visiting faculty, as visitors have historically performed the same work with less long-term job security.

Finally, we note a differential minimum for faculty with the “Librarian” designation. We note that the CBA provides librarians with three (3) opportunities for promotion as opposed to the two (2) for other faculty.

Figure 2: Minimum Salaries (\$)*

2024-25			2025-26			2026-27		
9-mth	12-mth	Lib.	9-mth	12-mth	Lib	9-mth	12-mth	Lib
71,000	95,030	70,000	73,000	97,707	72,672	74,000	99,045	74,010

*Under the CBA research faculty on soft-money positions may be excluded from these minimums/raises if it is demonstrated that the grant cannot support these increases.

Equity Raises. In addition to the substantial increases in minimum salaries, beginning in 2025-26, the agreement secures NEW money (.25% of total unit salaries or approx. \$400,000/year) that must be used to address issues of equity and provide salary increases to address compression and inversion. Whereas the previous contract language allowed the administration to provide such increases at their discretion, we were able to secure language that requires funds to be allocated to issues of salary equity.

Summer Research Enhancement. Beginning in 2025-26, the agreement secures NEW money for summer research enhancement awards to help support faculty with their research (.25% of total unit salaries or approx. \$400,000/year). These funds will be allocated through a process developed and conducted by the Faculty Senate. This agreement thus represents a new extension of the university's fundamental commitment to supporting our research-active faculty as a preeminent R1 institution.

What This Means For In-Unit Faculty

Illustrative Examples. To help faculty understand the impact of the successive years of bargaining, Figure 3, Figure 4, and Figure 5, provide some examples of how the contract impacted your take-home pay over a two-year period. We use the two-year time frame because this represents the monies that have been guaranteed, noting that the raises in AY2025-26 and AY2026-27 are contingent on the availability of new recurring dollars.

Figure 3: 9-Month Faculty							
2022-2023 Salary	2023-24		2024-25		2-Year Cumulative		
	Salary w/ Raise	Raise + Bonus	Salary w/ Raise	Raise + Bonus	Total Raise (%)	Total Raise (\$)	Total Take Home
70,000	75,000	78,000	78,500	82,500	12.1	8,500	15,500
80,000	85,000	88,000	88,500	92,500	10.6	8,500	15,500
90,000	95,000	98,000	98,500	102,500	9.4	8,500	15,500
100,000	105,000	108,000	108,675	112,675	8.7	8,675	15,675
110,000	115,500	118,500	119,543	123,543	8.7	9,542	16,543
120,000	126,000	129,000	130,410	134,410	8.7	10,410	17,410
130,000	136,500	139,500	141,278	145,278	8.7	11,278	18,278

Figure 4: 12-Month Faculty							
2022-2023 Salary	2023-24		2024-25		2-Year Cumulative		
	Salary w/ Raise	Raise + Bonus	Salary w/ Raise	Raise + Bonus	Total Raise (%)	Total Raise (\$)	Total Take Home
90,000.00	96,692.30	99,692.30	101,376.91	105,376.91	12.6	11,376.91	18,376.91
100,000.00	106,692.30	109,692.30	111,376.91	115,376.91	11.4	11,376.91	18,376.91
110,000.00	116,692.30	119,692.30	121,376.91	125,376.91	10.3	11,376.91	18,376.91
120,000.00	126,692.30	129,692.30	131,376.91	135,376.91	9.5	11,376.91	18,376.91
130,000.00	136,692.30	139,692.30	141,476.53	145,476.53	8.8	11,476.53	18,476.53
140,000.00	147,000.00	150,000.00	152,145.00	156,145.00	8.7	12,145.00	19,145.00
150,000.00	157,500.00	160,500.00	163,012.50	167,012.50	8.7	13,012.50	20,012.50

Figure 5: Librarians*

2022-2023 Salary	2023-24		2024-25		2-Year Cumulative		
	Salary w/ Raise	Raise + Bonus	Salary w/ Raise	Raise + Bonus	Total Raise (%)	Total Raise (\$)	Total Take Home
60,000.00	66,692.30	69,692.30	71,376.91	75,376.91	19.0	11,376.91	18,376.91
70,000.00	76,692.30	79,692.30	81,376.91	85,376.91	16.3	11,376.91	18,376.91
80,000.00	86,692.30	89,692.30	91,376.91	95,376.91	14.2	11,376.91	18,376.91

*Because all librarians are on 12-month contracts, the minimum raises for each year were \$6692.30 and \$4684.61 respectively. This accounts for the larger percentage raise in these examples.

Impact on Compensation of the Bargaining Unit. Figure 6 and Figure 7 provide context for the make up the bargaining unit, so union members and in-unit faculty can better understand how this agreement affects the bargaining unit on the whole.

Figure 6: Bargaining Unit (Spring 2024)

Percentiles	5 th	10 th	25 th	50 th	75 th	90 th	95 th
9-Month Equivalent	\$58,531	\$64,396	\$76,560	\$95,656	\$121,024	\$162,900	\$191,926

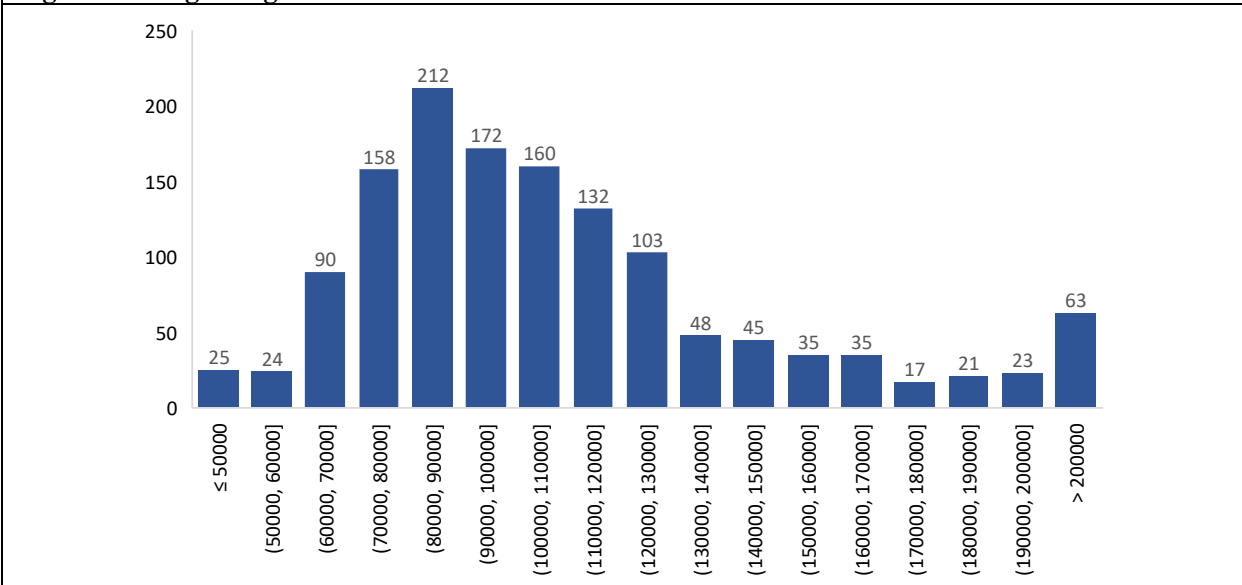
Figure 7: Bargaining Unit Salaries

Figure 8, Figure 9, and Figure 10, illustrate the total raise faculty could experience between 2022-23 and the end of the contract at the end of AY2026-27. Note that in AY2025-26 and AY2026-27, the agreed upon salary increase is split between a retention raise and a merit increase (see Figure 1). For the purposes of illustration, we have assumed that each faculty member receives the full 3.25% raise in each of these years. We have used the 3.25% amount noting that, given FIU's past performance, the average faculty member is likely to receive this amount, with those on the tails receiving slightly more and slightly less, respectively.

Figure 8: Total Compensation Increases—9-Month

2022-23 Salary (\$)	2023-24		2024-25		2025-26		2026-27		4-Year Cumulative	
	Raise +		Raise +		Raise +		Raise +		Total	Total
	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise (%)	Raise (\$)
70,000	75,000	78,000	78,500	82,500	81,506	TBD	84,363	TBD	20.5%	14,363
80,000	85,000	88,000	88,500	92,500	91,631	TBD	94,715	TBD	18.4%	14,715
90,000	95,000	98,000	98,500	102,500	101,756	TBD	105,068	TBD	16.7%	15,068
100,000	105,000	108,000	108,675	112,675	112,207	TBD	115,854	TBD	15.9%	15,854
110,000	115,500	118,500	119,543	123,543	123,428	TBD	127,439	TBD	15.9%	17,439
120,000	126,000	129,000	130,410	134,410	134,648	TBD	139,024	TBD	15.9%	19,024
130,000	136,500	139,500	141,278	145,278	145,869	TBD	150,610	TBD	15.9%	20,610+

Figure 9: Total Compensation Increases—12-Month

2022-23 Salary (\$)	2023-24		2024-25		2025-26		2026-27		4-Year Cumulative	
	Raise +		Raise +		Raise +		Raise +		Total	Total
	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise (%)	Raise (\$)
90,000	96,692	99,692	101,377	105,377	105,355	TBD	109,094	TBD	21.22%	19,094
100,000	106,692	109,692	111,377	115,377	115,369	TBD	119,333	TBD	19.33%	19,333
110,000	116,692	119,692	121,377	125,377	125,544	TBD	129,737	TBD	17.94%	19,737
120,000	126,692	129,692	131,377	135,377	135,647	TBD	140,055	TBD	16.71%	20,055
130,000	136,692	139,692	141,477	145,477	146,075	TBD	150,822	TBD	16.02%	20,822
140,000	147,000	150,000	152,145	156,145	157,090	TBD	162,195	TBD	15.85%	22,195
150,000	157,500	160,500	163,013	167,013	168,310	TBD	173,780	TBD	15.85%	23,780
160,000+	168,000	171,000	173,880	177,880	179,531	TBD	185,366	TBD	15.85%	25,366+

Figure 10: Total Compensation Increases—Librarians

2022-23 Salary (\$)	2023-24		2024-25		2025-26		2026-27		4-Year Cumulative	
	Raise +		Raise +		Raise +		Raise +		Total	Total
	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise	Bonus	Raise (%)	Raise (\$)
60,000	66,692	69,692	71,377	75,377	74,980	TBD	78,035	TBD	30.0	18,035
70,000	76,692	79,692	81,377	85,377	85,105	TBD	88,388	TBD	26.3	18,388
80,000	86,692	89,692	91,377	95,377	95,230	TBD	98,741	TBD	23.4	18,741
90,000	96,692	99,692	101,377	105,377	105,355	TBD	109,094	TBD	21.2	19,094

Faculty should take note that while those on the top of figures would receive a higher percentage raise of their salary (with the highest total percentage raise coming it at roughly 30% over a 4-year period), those on the bottom receive more actual dollars (with the highest illustrated raise coming in at \$25,366 over a 4-year period). As noted in Figure 6 and Figure 7, in the spring of 2024 (after the initial 5% raise had been applied) ~10% of faculty made more than the \$160,000 figure illustrated at the bottom of Figure 9, and the majority of faculty made less than \$100,000.

The Takeaway

The bargaining teams continue to work feverishly to come to agreements on the remainder of the agreement. Our hope is to reach agreements at the table tomorrow on all outstanding articles and prepare the documents to be signed and disseminated. Once a final version of the contract is prepared, your union will post it online for in-unit faculty to read. We will then host two ratifications meetings at the beginning of the semester, ahead of a ratification vote tentatively scheduled for September 10th and 11th.

We want to take this opportunity to thank the administration's bargaining team, President Jessell, and Provost Bejar for working with our bargaining team over the past ten months to get to this point, and for demonstrating their commitment to retaining faculty through this significant investment.

In solidarity,

A handwritten signature in black ink that reads "Dan Saunders". The signature is fluid and cursive, with a horizontal line extending from the end.

Daniel Saunders (UFF-FIU Lead Negotiator)

A handwritten signature in black ink that reads "Eric Scarffe". The signature is cursive and somewhat stylized, with a large loop at the end.

Eric Scarffe (UFF-FIU President)