

University Proposal 4.9.26

**ARTICLE 23
SALARIES**

23.1 General. The Board and the UFF agree that salary is an important ~~positive~~ factor in the recruitment and retention of strong researchers and teachers, and that ~~a salary increases can be a powerful positive~~ serve as a meaningful incentive for meritorious performance.

23.2 General Wage Increases. ~~In efforts to show~~demonstrate the University's commitment to supporting salary as a positive factor in recruitment and retention, the Board shall/has provide(d) the following wage increases to the base rate of pay for all eligible members of the bargaining unit, ~~as well as a one-time payment as set forth herein.~~

- (A) All bargaining unit members shall receive a one-time, non-recurring 4% performance-based payment based on the member's salary as of July 1, 2025, effective December 17, 2025.
 - 1. To be eligible, the bargaining unit member has hired on or before January 1, 2025 and continuously employed through the date of ratification.
 - 2. At minimum, the member must have received a "meets expectations" rating on the most recent performance evaluation or the last official evaluation will be considered. If no evaluation is available, the employee must be meeting the required performance standards.
- (B) Effective upon the second pay period following ratification of this agreement by both parties, the following wage increases will be provided to all eligible Professors, Associate Professors, Assistant Professors, Instructors, Distinguished Professors, Assistant, Associate and Professors of Research designated in the appropriate academic areas as outlined in Attachment A. Base increases will go as follows:
 - 1. Academic Area 1:
 - a. Shall receive a \$6,750 base increase.
 - 2. Academic Area 2:
 - a. Shall receive a \$5,750 base increase.
 - 3. Academic Area 3:
 - a. Shall receive a \$4,500 base increase.
- (c) Effective upon the second pay period following ratification of this agreement by both parties, all other eligible bargaining unit members excluded from the base increases provided in 23.2(B) will receive a \$4,500 base increase.
- (D) Base increases described in 23.2(B) and 23.2(C) will be retroactive to September 8, 2025. Retroactive pay will be paid in one payment within two off cycles upon ratification by both parties.

23.3 Eligibility for Annual Salary Increases. Faculty members whose most recent annual evaluation is at least satisfactory and who are in pay status on ~~the date of ratification by both parties, or before, are eligible for the increases described in Section 23.1-23.2~~ except those employees who have been issued a Notice of Non-Reappointment

University Proposal 4.9.26

pursuant to Section 12.2 are not eligible for such increases. “Satisfactory” with respect to annual evaluations is when a majority of the employee’s assigned duties are evaluated as “Satisfactory.”

23.4 Wage Increases Upon Promotion or Progression. Promotion increases shall be granted to employees pursuant to Article 14. These increases shall be granted in an amount equal to ~~the below percentages of the 12% of the~~ employee’s previous year’s base salary rate in recognition of promotion to one of the ranks described below:

(A) A 12% increase for those promoted from ~~a~~Assistant to ~~a~~Associate Professor, Research Associate, Associate Curator, Associate Scholar/Scientist, ~~or Associate University Librarian; 12%~~

~~These increases shall be granted in an amount equal to 15% of the employee’s previous year’s salary rate in recognition of promotion to one of the ranks described below:~~

(B) A 15% increase for those promoted from Associate to Professor, Curator, Scholar/Engineer and University Librarian; ~~and~~

(C) A 9% increase for those promoted from Instructor to Associate Instructor or University Instructor.

(D) Additionally, effective upon ratification of this agreement by both parties, and in effort to reflect the University’s commitment to advancement, growth, and sustained forward movement, the following progression models shall go into effect on July 1, 2026 as outlined below:

1. Academic Advisors

<u>Level</u>	<u>Time in Level</u>	<u>Evaluation</u>	<u>Base Increase</u>
<u>Advisor I</u>	<u>Minimum of 1 year in role from July 1, 2026</u>	<u>Exceeds Expectations</u>	<u>+3% Base Increase</u>
<u>Advisor II</u>	<u>Minimum of 2 years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+3% Base Increase</u>
<u>Advisor III</u>	<u>Minimum of 5 years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+5% Base Increase</u>

University Proposal 4.9.26

2. Librarians

<u>Level</u>	<u>Time in Level</u>	<u>Evaluation</u>	<u>Base Increase</u>
<u>Librarian I</u>	<u>Minimum of 2+ years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+3% Base Increase</u>
<u>Librarian II</u>	<u>Minimum of 2+ years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+3% Base Increase</u>
<u>Librarian III</u>	<u>Minimum of 3+ years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+5% Base Increase</u>

3. Research Associates

<u>Level</u>	<u>Time in Level</u>	<u>Evaluation</u>	<u>Base Increase</u>
<u>Research Associate I</u>	<u>Minimum of 2 years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+3% Base Increase</u>
<u>Research Associate II</u>	<u>Minimum of 4 years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service.</u>	<u>+3% Base Increase</u>
<u>Research Associate III</u>	<u>Minimum of 7 years in role from July 1, 2026</u>	<u>All evaluations must reflect an Exceeds Expectations rating in consecutive years of service..</u>	<u>+5% Base Increase</u>

23.5 Administrative Discretionary Increases. Nothing contained herein shall prevent the Board from providing salary increases beyond the increases specified above. These increases are provided for market equity considerations, including verified counteroffers and compression/inversion; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. A copy of procedures used for distributing increases under this section will be provided to the local UFF chapter, which

University Proposal 4.9.26

shall have an opportunity to discuss the procedures in consultation with the pPresident or representative, prior to their implementation.

23.6 Grievability. The only issues to be addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is unlawful discrimination under Article 6, or whether there is an arbitrary and capricious application of the provisions of one or more Sections of this Article.

23.7. Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the uUniversity to an employee which do not exceed the available established FTE for the position shall be compensated through the payment of Salary, not OPS.

(b) Duties and responsibilities assigned by the uUniversity to an employee which are in addition to the available established FTE for the position shall be compensated through OPS, not Salary.

23.8 Contract and Grant Funded Increases.

(a) Employees on contracts or grants shall receive salary increases 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 contract or grant. 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 pPresident or representative shall seek to have the contract 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 contract.

23.9 Compensation Regarding Post Tenure Review.

(a) For each faculty member who receives a final performance rating of “Exceeding Expectations”, the Board shall provide the member a one- time payment of \$5000.

(b) For each faculty member who receives a final performance rating of “Meeting Expectations”, the Board shall provide the member with a one- time payment of \$2500.

For the University



Rob Larkin
Chief Negotiator

4/13/2026

Date

For FAMU-UFF



James Muchovej
Chief Negotiator

4/13/2026

Date

ATTACHMENT A

ACADEMIC AREA 1

Discipline / Program
Accounting
Management Science
Business/Commerce
Business Administration & Management
Non-Profit/Public Management
Economics
Electrical Engineering
Mechanical Engineering
Bioengineering & Biomedical Eng.
Computer Science & Information Systems
Business/Managerial Economics
Mechanical, Civil, Chemical, Computer, Industrial, Agricultural Engineering
Public Health (graduate-level)
Physical Therapy, Occupational Therapy
Health Services Admin
Health Information Admin
Pharmacy & Pharmaceutical Sciences
Construction Engineering Technology
Respiratory Therapy (B.S. Level)

ACADEMIC AREA 2

Discipline / Program
Registered Nursing
Biology
Chemistry
Mathematics
Social Work
Environmental Science
Physics
Agricultural/Agribusiness Programs
Architecture
Criminal Justice
Education (All Related Areas)
Curriculum & Instruction
Educational Leadership & Research
Political Science & Government
Kinesiology / Physical Education
Counselor Education
Anthropology & Social Sciences (depending on placement)

ACADEMIC AREA 3

Discipline / Program
Liberal Studies / General Studies
Fine & Studio Arts
Humanities
English Language & Literature
French / Spanish
Philosophy & Religious Studies
History
Sociology
African-American/Black Studies
Journalism
Music
Community Psychology
Theatre/Drama
Library Science

For the University



Rob Larkin
Chief Negotiator

4/13/2026

Date

For FAMU-UFF



James Muchovej
Chief Negotiator

4/13/2026

Date