

Framing the discussion for Article 23 full book negotiations 2021-2024

- The state of Florida has no model or process that funds enrollment growth, inflation related cost increases, or any other potential rising costs for universities. Furthermore, the State University System of Florida in recent years has not been included in any general salary increases provided by the state to other state agencies. In years that are fiscally bleak, it may be necessary to forgo an increase with the obligatory three year increase still in play.
- Should the above not be acceptable, then it should be understood that to meet the contractual obligation, the university will exercise management's rights in order to generate the revenue necessary to meet this contractual agreement/obligation.
- The ability to do a total percentage of increases over time without specificity to a given year is recommended. Some years may be better than others. Related to that, if the university could provide all the funding in one year (based on circumstances) that flexibility is good.
- The increases should be based on "base salary" only and not on any stipend, overload, etc.
- Anyone receiving a raise must be employed for at least 12 months before being considered eligible.

Management's Proposal for Article 23 (full book negotiations) 2021-2024

Over the period of this agreement (3 years), employees will receive a 4% increase to their base salaries. The total amount of 4% would be paid out in yearly increments or in accordance with the budget situation. The total amount received by a given employee may be affected by eligibility criteria.

Ex: 4% (1.5/1.5/1.0) or any combination totaling 4% over the three year span

The number of excellence awards increased to two for each category (award amount goes to base salary)

Raise the promotion percentage rate from Associate to Full and Instructor II to Instructor III from 13% to 15%

Discussion to be had concerning Advisors