

Article 7. WAGES

7.1 Salary Increases. For Fiscal Year 2025-26, the university shall implement a one-time payment for all eligible in-unit employees determined by the employee's salary range listed below to represent a Trajectory to Preeminence bonus. The one-time payment is to be included in paychecks as soon as practicable after ratification by the two parties. Eligible employees will receive a one-time payment of \$1,000 or \$1,500 determined by employees' salary range as listed below:

Salary (at 1.0 FTE as of October 10, 2025):

Less than \$125,000	\$1,500
\$125,000 or more	\$1,000

The eligibility criteria are:

1. Employee was hired on or before January 1, 2025 and has been continuously employed through the date of the bonus payment.
2. If an employee holds regular status, their current performance appraisal rating must be at least "Effective."
3. Employees who have received a one-time payment as part of the university's program for Fiscal Year 2025-26 as a non-unit employee will not be eligible for the Trajectory to Preeminence bonus, referenced in 7.1 above.

7.2 Nothing contained herein prevents the university from providing salary increases beyond those increases specified. If the university should receive recurring money from the state of Florida, eligible to use for permanent salary increases or one-time payment in the 25-26 fiscal year, and further, if the university determines that there will be a recurring wage program or one-time payment for non-unit staff from this funding source that is implemented on or before June 30, 2026, the University and AFSCME agree to re-open this Article 7 to negotiate a potential recurring wage program for in-unit employees.