



FY2027 BUDGET BULLETIN

Fiscal Year 2026–2027 Adopted Budget

STEWARDSHIP • INVESTMENT • STUDENT SUCCESS

A high-level summary of the adopted budget, benefit updates, personnel practices, and University priorities.

MESSAGE FROM FINANCE & ADMINISTRATION

A disciplined budget with targeted investment

The FY2027 Adopted Budget reflects Jax State’s comprehensive budget realignment initiative and incorporates strategic investments and corrective actions that support compliance, compensation, enrollment growth, student success, and institutional competitiveness.

- Position planning remains a priority. The fall hiring deferral period begins November 1, 2026, and ends January 3, 2027. This temporary pause supports careful stewardship of financial resources during the holiday season.
- Structural budget realignment and cost containment continue. Divisions were asked to identify operating-expense reductions while evaluating long-term sustainability, strategic priorities, and structural funding gaps.
- The budget incorporates CHEER Act performance funding to advance measurable outcomes in student success, retention, completion, workforce readiness, and institutional performance.

KEY BUDGET CALLOUT

BUDGET IMPLEMENTATION CONTINUES

The adopted budget establishes the University’s fiscal framework, but implementation of several initiatives will continue. Departments should expect updates as approved investments, state funding, personnel actions, benefit costs, and student-success initiatives are finalized and implemented.

The CODE Guides Our Fiscal Stewardship

WE VALUE COMMUNITY

Support employees, maintain essential benefits, and consider institution-wide impact.

WE MAKE A DIFFERENCE

Align available dollars with Jax State’s mission and long-term sustainability.

WE PROVIDE OPPORTUNITY

Direct resources toward student aid, intentional connections, career pathways, and equitable compensation practices.

WE BELIEVE IN EDUCATION

Invest in student success, completion, workforce readiness, and employee development.

WE VALUE COMMUNITY

Total compensation is more than salary

Jax State invests in a competitive and sustainable total compensation program that recognizes employee contribution, supports well-being and career growth, and advances the University's public higher education mission.

TOTAL COMPENSATION

DIRECT PAY + EMPLOYER-PAID BENEFITS + EMPLOYEE EXPERIENCE

\$4.5M

INCREASE IN TOTAL COMPENSATION

Approximate increase over FY2025 actuals, including a Board of Trustees-approved 2% cost-of-living adjustment.

\$1.8M

PEEHIP EMPLOYER INCREASE

Annual increase absorbed by the University. The 13% increase equals \$1,728 for each eligible employee.

What employees need to know

- The PEEHIP employer-rate increase is an additional cost to the University.
- There is no corresponding employee premium change associated with this employer-rate increase.
- The FY2027 budget also incorporates RSA employer retirement cost increases to reflect the full cost of workforce benefits.

Why this matters: An employee's total compensation includes much more than their salary. In addition to direct pay, Jax State makes significant investments in health insurance, retirement contributions, and other employee benefits. These employer-paid costs represent real financial value to employees and their families, even though they may not appear in a paycheck. Understanding the full value of these benefits is an important part of understanding Jax State's total compensation package.

WE PROVIDE OPPORTUNITY

Compensation Study program update

The Jax State Compensation Study website is temporarily unavailable while updates are made to provide clearer, more comprehensive information about the University's compensation program.

- Recent and upcoming market reviews, including salary-placement information
- Job evaluation and compensation-study processes
- Total compensation, employee benefits, and institutional perks
- Frequently asked questions and employee resources

OFFICIAL INFORMATION

Information about individual classifications, salary adjustments, or implementation timelines is official only after formal University approval and communication.

WE MAKE A DIFFERENCE

Responsible realignment and strategic reinvestment

The budget realignment was a comprehensive effort to evaluate spending, identify efficiencies, and align University resources with institutional priorities. It was not designed as an across-the-board withdrawal from the University's priorities. The process distinguished recurring needs from discretionary spending, identified structural funding gaps, and created capacity for targeted reinvestment.

Resources are being redirected to:

- Maintain compliance and address corrective actions
- Support total compensation practices
- Absorb benefit-cost increases
- Advance enrollment growth and financial stability
- Improve retention, completion, and student success
- Strengthen data, reporting, and accountability
- Preserve long-term fiscal sustainability

WE BELIEVE IN EDUCATION

Student success through CHEER Act performance funding

CHEER Act resources will build upon existing University initiatives rather than replace current commitments. Funding will expand successful efforts and advance coordinated strategies tied to measurable student outcomes.

Planned investments

- Expanded advising and completion-focused support
- Improved data analysis, intervention tracking, and performance reporting
- Enhanced experiential-learning and workforce-readiness opportunities
- Direct aid to remove financial barriers and support persistence, retention, and degree completion
- Targeted staffing, technology, and operational support tied to approved CHEER Act outcomes

ACCOUNTABILITY EXPECTATION

Each CHEER Act expenditure must connect clearly to approved activities and performance measures. Initiative leaders are responsible for documenting expenditures, tracking progress, and evaluating impact on student outcomes.

Intentional Student Connections

Jax State is developing an integrated approach to strengthen intentional connections throughout each student's academic journey. Advising, mentoring, early alerts, experiential learning, degree-completion outreach, and student assistance will be aligned around a coordinated student-success strategy.

- Identify students who may benefit from timely outreach or additional support
- Improve coordination across advising, academic units, Student Success, the Registrar, Financial Aid, Institutional Research, and other support areas
- Expand consistent use of student-success technology and documented interventions
- Connect students with academic, financial, career, and personal support at the appropriate time
- Measure whether intentional connections improve persistence, retention, and completion

WE BELIEVE IN EDUCATION

AI Forward: learning, readiness, and responsible adoption

The FY2027 budget supports Jax State’s continued focus on artificial intelligence education, responsible adoption, and workforce readiness.

AI FORWARD SUMMIT

Practical demonstrations, collaboration, and discussion about responsible use of artificial intelligence across higher education and the workforce.

AI EMPLOYEE INITIATIVE

Ongoing support to help employees develop the knowledge and confidence to use approved AI tools effectively and responsibly.

CODE connection: This investment advances “We Believe in Education” by supporting continuous employee learning and thoughtful, mission-aligned adoption of emerging technologies.

KEY EMPLOYEE & INSTITUTIONAL INVESTMENTS

FY2027 budget at a glance

BOT-APPROVED COLA	2% cost-of-living adjustment incorporated into the adopted budget.
PEEHIP PREMIUM	\$1,728 annual employer increase per eligible employee, with no corresponding employee premium change associated with the employer-rate increase.
CHEER ACT	Performance funding supports retention, completion, workforce readiness, student success, direct student aid, and performance reporting.
STUDENT CONNECTIONS	Integrated approach to advising, outreach, mentoring, interventions, and completion support.
COMPENSATION STUDY	Website temporarily offline while program content and employee information are updated.
BUDGET REALIGNMENT	Approximately 15% divisional operating-expense reduction review, paired with strategic reinvestment and sustainability planning.
IMPLEMENTATION	Ongoing updates as investments, funding, personnel actions, benefits, and student-success initiatives are finalized.

What will I be asked to do?

Division administrators will ask departments and budget managers to apply the following practices throughout FY2027:

1	Operate within approved FY2027 budgets and established spending controls.
2	Review recurring commitments and obtain required approval before adding ongoing costs.
3	Maintain supporting documentation for CHEER Act and other restricted or performance-based funding.
4	Coordinate cross-divisional initiatives to avoid duplication and clarify ownership.
5	Monitor personnel, benefit, and operating-cost changes throughout the fiscal year.
6	Direct employees to official University communications for compensation and benefit information.
BUDGET MANAGER CHECKPOINT Before committing funds, confirm the budget source, approval path, recurring-cost impact, documentation requirement, and responsible owner.	

Questions and updates

Continue to rely on official University communications and your division administrator for implementation updates, budget controls, compensation and benefit information, and performance-funding requirements.

JAX STATE

FINANCE & ADMINISTRATION

Responsible stewardship. Strategic investment. Student success.