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Article 1

Determining coefficient values

(1) Following the effectiveness of the Salary Regulations of Tomas Bata University in Zlín effective from 1 April 2026 and in accordance with Article 5, paragraph 3 of the UNI Director's Directive SŘ/02/2025 - Rules for Determining Personal Bonuses and Rewards for Academic and Research Staff of the University Institute, the values of the coefficients B_{MIN} , k_h and k_t for the algorithm specified in Article 5(2) of the aforementioned Directive are set for the 2026 evaluation period as follows:

Category	B_{MIN}	k_h	k_t
1A2b	20,600	0.10	0.45
1A3	25,700	0.10	0.45
1A4	31,000	0.10	0.45
2A2b	15,600	0.30	0.35
2A3	19,700	0.30	0.35
2A4	24,000	0.30	0.35
3A2b	10,600	0.40	0.30
3A3	13,700	0.40	0.30
3A4	16,000	0.40	0.30
4A2b	5,600	0.55	0.20
4A3	5,600	0.55	0.20
4A4	5,600	0.55	0.20
5A2b	0	0.80	0.10
5A3	0	0.80	0.10
5A4	0	0.80	0.10

B_{MIN} values remain unchanged by this Decision compared to the previous period; for the period from 1 April 2026, the coefficients k_h and k_t are adjusted.

Article 2

Final provisions

- (1) This Decision shall enter into force on 1 April 2026.
- (2) Personal performance bonuses granted with validity until 31 March 2026 shall remain unaffected by this Decision for the period up to 31 March 2026. In accordance with this Decision, new personal performance bonuses or modifications thereof shall be granted for the first time with effect from 1 April 2026.
- (3) The coefficients set by this Decision shall be used to determine personal performance bonuses with effect from 1 April 2026 until the effective date of a subsequent decision of the Director of UNI that modifies or replaces these coefficient values.
- (4) On the effective date of this Decision, the UNI Directors' Decision RŘ/02/2025 – Values of Coefficients for Determining Personal Performance Bonuses of Academic and Research Staff for the 2025 Evaluation Period shall be repealed.

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