

ARTICLE __
COMPENSATION

Section A The University retains the sole discretion in determining the appropriate compensation for Employees subject only to any specific limitations in this Article..

Section B Nothing shall preclude the University from providing compensation at rates above those required in this Article. All increases in salary must be approved by the Dean of each School.

Section C For FY 26, there shall no increases in base salary. Employee salaries in effect on July 1, 2025 shall remain the same until June 30, 2026.

Section D For FY 27, each Employee employed by the University in a bargaining unit position on April 1, 2026 and still employed in a bargaining unit position on July 1, 2026 shall receive an across-the-board salary increase of **2.0%** on July 1, 2026 added to their FY 26 base salary.

Effective June 30, 2026, any automatic salary step systems in any of the Schools that were in existence at the time of ratification of this Agreement will be eliminated.

Section E For FY 28, each Employee employed by the University in a bargaining unit position on April 1, 2027 and still employed in a bargaining unit position on July 1, 2027 shall receive an across-the-board salary increase of **2.0%** on July 1, 2027 added to their FY 27 base salary.

Section F For FY 29, each Employee employed by the University in a bargaining unit position on April 1, 2028 and still employed in a bargaining unit position on July 1, 2028 shall receive an across-the-board salary increase of **2.25%** on July 1, 2028 added to their FY 28 base salary.

Section G Minimum Salaries

1. Effective upon ratification, the minimum base salary for all Employees working full-time in the following positions shall be as follows:

FAS/SEAS fellows	\$50,000
FAS/SEAS postdocs -	\$67,600
FAS/SEAS research associates	\$68,964
FAS/SEAS lecturers	\$70,300
FAS/SEAS preceptors	\$70,300
FAS/SEAS 12-month science preceptor	\$82,000
FAS math preceptors	\$83,600
FAS Benjamin Peirce Fellows	\$93,100

HMS post docs	\$72,000
HMS specialist post doc	\$87,000

HDS lecturer	\$69,000
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2. All minimum salaries shall increase by one-half (1/2) of the across-the-board increase for FY 27, FY 28 and FY 29.
3. All teaching assistants shall be paid the same salary as provided to student worker teaching fellows under the HGSU collective bargaining agreement.
4. For certain bargaining unit positions where there are no minimum starting salaries, the University retains the right to determine the appropriate starting salary.
5. Employees with less than a full-time appointment or who are performing less than full-time work will receive a pro rata percentage of the minimum salary in this Section, unless otherwise provided for in this Article.
6. The following staff professional positions will be paid at the indicated University grade level and pay range, with the following minimum salaries:

Researcher II	56	68,100
Research III	57	76,400
Senior Researcher I	58	87,700
Senior Research II	59	102,300
Scientist I	58	87,700

Scientist II	59	102,300
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Research Core Engineer II	56	68,100
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Research Core Engineer III	57	76,400
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Research Core Engineer IV	58	87,700
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Research Core Engineer V	59	102,300
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Research Core Scientist II	56	68,100
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Research Core Scientist III	57	76,400
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Research Core Scientist IV	58	87,700
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Research Core Scientist V	59	102,300
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Engineer	56	68,100
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Mechanical Engineer II	57	76,400
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Engineer	58	87,700
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Engineer III	59	102,300
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Curriculum and Pedagogy Manager	57	76,400
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7. Part-time teaching rates for lecturers and others in HDS and HMS shall be as follows:

a. HDS \$11,500 per 4 credit course

b. HMS Graduate Education courses will be paid at \$15,000 for a 4- credit course.

8. FAS part time teaching rates. Part-time teaching rates for lecturers and preceptors in FAS shall be a pro-rated salary based on whatever the full-time teaching load is in that academic unit for lecturers and preceptors. For example, if a lecturer is hired to teach one course a semester and the regular full-time load for lecturers is five 4-credit courses in that academic unit, then the part-time lecturer will be paid 0.20 of the minimum full-time salary for lecturers.

9. Nothing in this Agreement shall preclude the University from providing one-time, non-continuing salary money for rewarding outstanding professional contributions to the University. Normally, the Department Chair or unit supervisor will make a recommendation to the Dean or Office for Faculty Affairs or the Administrative Dean in the case of staff positions regarding such awards. The Dean or Office for Faculty Affairs and, as appropriate, the Administrative Dean

for staff bonuses will make the final decision in their sole discretion. the University retains the right to award such bonuses under this section, it shall not be under any obligation to make such awards.

10. Promotion increases -- ***TBD*** ***See Article _-- Promotions***