

University economic package
8-17-26

This is a packaged offer along with the University's proposals on 8-17-26 on Health Benefits and Paid Leave.

Red: Union language

Black: Prior University language

Yellow: University language

ARTICLE XX:
COMPENSATION

The University ~~Union~~ offers this proposal on Compensation with the understanding that the parties are still negotiating the titles included in the bargaining unit in ARTICLE XX: Titles and Classification and the workload of unit members in ARTICLE XX: Workload. It is understood that this article may be modified based on the inclusion of certain positions and any modification to the titles of such positions. The University-~~Union~~ further reserves the right to modify this proposal to account for changes in negotiations around appropriate workload.

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

Section A. The salaries ~~ranges~~ defined in this Article are minimum annual rates, unless otherwise stated. The **University Corporation** is not precluded from providing compensation at rates above the minimums required by this Article.

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

~~**Section B.** Upon ratification of this contract all Employees shall be assigned to the step corresponding to the number of years they have been in the position (or equivalent position).~~

Section B. Effective July 1, 2026 ~~or~~ **Effective upon ratification of this Agreement,** ~~whichever is later~~, all Employees employed by the University in a bargaining unit position as of April 1, 2026 and still employed in a bargaining unit position on July 1, 2026 shall receive an across-the-board salary increase of ~~2.5%-1.9%~~ **3.0%** added to their FY 26 base salary. If the

resulting salary is below the new minimums prescribed by this Article, that Employee's salary shall be increased to the new minimum.

Section C 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 **3.0%** on July 1, 2027 added to their FY 27 base salary.

Section D 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 **3.0%** on July 1, 2028 added to their FY 28 base salary.

Section E For FY 30, each Employee employed by the University in a bargaining unit position on April 1, 2029 and still employed in a bargaining unit position on July 1, 2029 shall receive an across-the-board salary increase of **3.0 %** on July 1, 2029 added to their FY 29 base salary.

Section F For FY 31, each Employee employed by the University in a bargaining unit position on April 1, 2030 and still employed in a bargaining unit position on July 1, 2030 shall receive an across-the-board salary increase of **3.25 %** on July 1, 2030 added to their FY 30 base salary.

Section G All salary minima here are based on a 1.0 FTE expectation of workload as laid out in Article XX (Workload). Salaries for FTE less than or greater than 1.0 FTE shall be prorated accordingly, unless otherwise stated.

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

Section I Nothing in this Agreement shall preclude the University from providing one-time non-continuing bonuses for rewarding outstanding professional contributions to the University. The University retains the right to award such bonuses under this section. It shall not be under any obligation to make such awards.

Section J Minimum starting salaries

All minimum salaries shall be increased by one-half the across the board increase for each year of the contract. Below is an illustration of how this would look for FY 27, with a 3% across the board increase and a corresponding 1.5% increase in the minima for all classifications

	<u>FY 26</u>	<u>FY 27</u> (upon ratification) (1/2 the ATB)
<u>Instructional positions</u>		
Lecturer (FAS/SEAS)	\$70,300	
Lecturer I (FAS/SEAS/HMS)		71,355
Preceptors (FAS/SEAS)	\$70,300	---
Lecturer- Section Head (FAS/SEAS/HMS)		71,355
Annual Lecturer (FAS/SEAS/HMS)	70,300	71,355
College Fellows (FAS/SEAS)	70,300	71,355
12-month Preceptor (FAS/SEAS)	\$82,000	
Lecturer-Section Head 12-mo (FAS/SEAS)		83,230
Math Preceptors (FAS/SEAS)	\$83,600	
Lecturer-Section Head Math (FAS)		84,854
FAS Benjamin Peirce Fellows (Math)	\$93,100	94,497
Associate Senior Lecturer (FAS/SEAS)	--	97,700
Temporary Course Instructor (HMS)	65,750	69,760
Course Lead (HMS)	70,300	71,355
Instructor, (HMS)	70,300	71,355
Lecturer, Adjunct (HDS)	(part time rates below)	
Instructor, Adjunct (HDS)	(part time rates below)	

Teaching Assistant (junior rate)	58,600	62,170
Teaching Assistant (senior rate)*	65,750	69,760

*Senior rate is for TAs who have an advanced degree in a relevant field or two years of college-level teaching.

	<u>FY 26</u>	<u>FY 27</u> (upon ratification) (1/2 the ATB)
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Research positions

Postbaccalaureate Researcher	\$55,000---	55,825
Postdoctoral Researcher (FAS)	\$67,600	68,614
Postdoctoral Researcher (HMS)	\$72,000	73,080
Postdoctoral Researcher, specialist (HMS)	\$87,000	88,305
Senior Postdoctoral Researcher (HMS)	\$87,000	88,305
Research associates (FAS/SEAS)	\$68,964	69,998

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	69,121
Research III	57	76,400	77,546
Senior Researcher I	58	87,700	89,016
Senior Research II	59	102,300	103,835
Scientist I	58	87,700	89,016
Scientist II	59	102,300	103,835
Research Core Engineer II	56	68,100	69,121
Research Core Engineer III	57	76,400	77,546
Research Core Engineer IV	58	87,700	89,016
Research Core Engineer V	59	102,300	103,835

Research Core Scientist II	56	68,100	69,121
Research Core Scientist III	57	76,400	77,546
Research Core Scientist IV	58	87,700	89,016
Research Core Scientist V	59	102,300	103,835
Engineer	56	68,100	69,121
Mechanical Engineer II	57	76,400	77,546
Engineer	58	87,700	89,016
Engineer III	59	102,300	103,835
Curriculum and Pedagogy Manager	57	76,400	77,546

- ~~1. All Employees as of July 1st, 2026 shall retroactively be granted back-pay upon ratification of the contract for the time period between July 1st, 2026 and ratification.~~
- ~~2. Employees hired after July 1st, 2026 shall be granted back-pay upon ratification of the contract for the time period between their start date and ratification.~~
- ~~3. All Employees in the bargaining unit on active payroll at the ratification of the contract shall receive a one-time immediate bonus of \$3000.~~

~~Salary increases shall go into effect from July 1st, 2026. All employees as of July 1st, 2026 will retroactively be granted back-pay upon ratification of the contract for the time period between July 1st, 2026 and ratification.~~

~~**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 2.0-2.5% 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%-2.5% on July 1, 2028 added to their FY 28 base salary.~~

~~**Section G** — For FY 30, each Employee employed by the University in a bargaining unit position on April 1, 2029 and still employed in a bargaining unit position on July 1, 2029 shall receive an across-the-board salary increase of 2.25%-2.75% on July 1, 2029 added to their FY 29 base salary.~~

Section K. All salary minima here are based on a 1.0 FTE expectation of workload as laid out in Article XX (Workload). Salaries for FTE less than or greater than 1.0 FTE shall be prorated accordingly, unless otherwise stated.

~~Section HE. Effective June 30, 2026, any automatic step salary systems in any of the Schools that were in existence at the time of ratification of this Agreement will be eliminated. All Employees shall move between steps within a given title automatically for every year of service unless already at the maximum step for that title.~~

- ~~1. Where appropriate, due to prior experience, new hires may be placed into a higher step at the time of their hire.~~
- ~~2. Employees moving between steps will receive a 3% 2% step increase as well as 5% 4% cost of living increase every year.~~
- ~~3. Any Employee that is at the maximum step for their title or in a title without steps shall receive an annual wage increase of 5%.~~

Section L. Nothing in this Agreement shall preclude the **University Corporation** from providing one-time non-continuing bonuses for rewarding outstanding professional contributions to the University. The **University Corporation** retains the right to award such bonuses under this section. It shall not be under any obligation to make such awards.

Section M. Special Provisions

1. Part time teaching rates for lecturers and instructors in HDS shall be as follows (reflects 3% increases):
 - a. \$11,845 per four credit course upon ratification
 - b. \$12,200 per four credit course in AY 28
 - c. \$12,566 per four credit course in AY 29
 - d. \$12,974 per four credit course in AY 30
 - e. \$13,363 per four credit course in AY 31
2. FAS and HMS part time teaching rates
 - a. ~~Part time teaching minimum rates shall be a pro-rated salary based on whatever the full-time teaching load is in that academic unit for the full-time equivalent.~~ For example, if a lecturer is hired to teach one course a semester and the regular full-time load for a lecturer ~~in that academic unit is~~ four 4-credit courses ~~per year~~, then the part-time lecturer will be paid 0.25 of the minimum full-time salary for lecturers (.22 of the minimum in HMS).

- b. HMS temporary course instructors shall be compensated no less than a Teaching Assistant (senior rate) Lecturer II yearly rate pro-rated per course.
 - a. ~~\$11,500 \$13,685 per 4 credit course in AY26-27; \$14,369 per 4 credit course in AY27-28; \$15,087 per 4 credit course in AY28-29.~~
 - b. ~~HMS Graduate Education courses will be paid at \$15,000 for a 4-credit course.~~
- ~~2. All minimum salaries shall increase by one-half (1/2) of the across-the-board increase for FY 28 and FY 29.~~
 - ~~3. Annual Lecturers shall be compensated at the same rates as Lecturer I and be eligible for step increases based on length of service.~~
 - ~~4. Briggs-Copeland Lecturers shall be paid no less than the minimum for Lecturer III.~~
 - ~~5. Research Fellows shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows~~
 - ~~6. Postdoctoral Researcher, Specialist (HMS Only) shall be compensated no less than the minimum for Senior Postdoctoral Research Fellows~~
 - ~~7. For certain bargaining unit positions where there are no minimum starting salaries, the University retains the right to determine the appropriate starting salary. Corporation University and Union will bargain over the salaries for those positions.~~
8. **Promotion increases.** The following **minimum** increases will be provided for promotions:
- | | |
|---|---------------------|
| Lecturer I to Lecturer II: | 3% increase to base |
| Lecturer II to Lecturer III: | 3% increase to base |
| Postdoctoral Researcher to Senior Postdoctoral Research | 3% increase to base |
| Senior Postdoctoral Researcher to Research Scientist | 3% increase to base |

Research Scientist to Senior Research Scientists

3% increase to base

Section B- Minimum Compensation

Lecturers

Title	Step	FY 27	FY 28	FY 29
Lecturer I	1	\$86,751.00	\$90,221.04	\$93,829.88
Lecturer I	2	\$88,486.02	\$92,025.46	\$95,706.48
Lecturer I	3	\$90,255.74	\$93,865.97	\$97,620.61
Lecturer II	1	\$94,768.53	\$98,559.27	\$102,501.64
Lecturer II	2	\$96,663.90	\$100,530.45	\$104,551.67
Lecturer II	3	\$98,597.18	\$102,541.06	\$106,642.71
Lecturer II	4	\$100,569.12	\$104,591.88	\$108,775.56
Lecturer II	5	\$102,580.50	\$106,683.72	\$110,951.07
Lecturer III	1	\$107,709.53	\$112,017.91	\$116,498.62

College Fellows

College Fellow	Step	FY 27	FY 28	FY 29
	1	\$83,428.92	\$86,766.07	\$90,236.72
	2	\$85,097.50	\$88,501.39	\$92,041.45
	3	\$86,799.44	\$90,271.42	\$93,882.28
	4	\$88,535.43	\$92,076.85	\$95,759.93
	5	\$90,306.14	\$93,918.39	\$97,675.12

Curriculum and Pedagogy Manager

Title	FY 27	FY 28	FY 29
Curriculum and Pedagogy Manager	\$101,150.00	\$105,196.00	\$109,403.84

Benjamin Pierce Fellow

Benjamin Pierce	Step	FY 27	FY 28	FY 29
	1	\$110,485.47	\$114,904.89	\$119,501.08
	2	\$112,695.18	\$117,202.99	\$121,891.11
	3	\$114,949.08	\$119,547.05	\$124,328.93
	4	\$117,248.06	\$121,937.99	\$126,815.51
	5	\$119,593.03	\$124,376.75	\$129,351.82

Associate Senior Lecturer

Title	FY 27	FY 28	FY 29
Associate Senior Lecturer	\$123,611.25	\$128,555.70	\$133,697.93

Teaching Assistants

Title	FY 27	FY 28	FY 29
Teaching Assistants (Junior Rate)	\$69,734.00	\$73,220.70	\$76,881.74
Teaching Assistants (Senior Rate)	\$78,242.50	\$82,154.63	\$86,262.34

Adjunct Instructor/Lecturer (HDS)

Title	FY 27	FY 28	FY 29
Adjunct Instructor/Lecturer (HDS)	\$82,110.00	\$86,214.00	\$90,522.00

Postdoctoral Researchers

Postdoctoral Research Fellow	Step	FY 27	FY 28	FY 29
	1	\$83,661.96	\$87,008.44	\$90,488.77
	2	\$85,335.20	\$88,748.61	\$92,298.55
	3	\$87,041.90	\$90,523.58	\$94,144.52
	4	\$88,782.74	\$92,334.05	\$96,027.41
	5	\$90,558.39	\$94,180.73	\$97,947.96
	6	\$92,369.56	\$96,064.34	\$99,906.92

Senior Postdoctoral Research Fellow	Step	FY 27	FY 28	FY 29
	1	\$105,910.00	\$110,146.40	\$114,552.26
	2	\$108,028.20	\$112,349.33	\$116,843.30
	3	\$110,188.76	\$114,596.31	\$119,180.17
	4	\$112,392.54	\$116,888.24	\$121,563.77
	5	\$114,640.39	\$119,226.01	\$123,995.05

Postbaccalaureate Fellow

Title	FY 27	FY 28	FY 29
Postbaccalaureate Fellow	\$65,221.92	\$67,830.79	\$70,544.03

Research Scientists

	Step	FY 27	FY 28	FY 29
Research Scientist	1	\$118,672.75	\$123,419.66	\$128,356.45

	2	\$121,046.21	\$125,888.05	\$130,923.58
	3	\$123,467.13	\$128,405.81	\$133,542.05
	4	\$125,936.47	\$130,973.93	\$136,212.89
	5	\$128,455.20	\$133,593.41	\$138,937.15
Senior Research Scientists	1	\$143,325.58	\$149,058.61	\$155,020.95
	2	\$146,192.10	\$152,039.78	\$158,121.37
	3	\$149,115.94	\$155,080.57	\$161,283.80
	4	\$152,098.26	\$158,182.19	\$164,509.47
	5	\$155,140.22	\$161,345.83	\$167,799.66
Principal Research Scientist	1	\$169,379.92	\$176,155.11	\$183,201.32
	2	\$172,767.52	\$179,678.22	\$186,865.34
	3	\$176,222.87	\$183,271.78	\$190,602.65
	4	\$179,747.32	\$186,937.22	\$194,414.70
	5	\$183,342.27	\$190,675.96	\$198,303.00

Researchers: Humanities and Social Sciences

Title	FY-27	FY-28	FY-29
Researcher-II	\$102,429.25	\$106,526.42	\$110,787.48
Researcher-III	\$135,650.08	\$141,076.09	\$146,719.13
Senior Researcher-I	\$151,928.09	\$158,005.22	\$164,325.43
Senior Researcher-II	\$170,159.46	\$176,965.84	\$184,044.48

Researchers: Natural Sciences

Title	FY-27	FY-28	FY-29
Researcher-II	\$104,412.58	\$108,589.09	\$112,932.65
Researcher-III	\$121,191.58	\$126,039.25	\$131,080.82
Scientist-I	\$145,429.90	\$151,247.10	\$157,296.98
Scientist-II	\$174,515.88	\$181,496.52	\$188,756.38

Staff Scientists & Engineers

Title	FY-27	FY-28	FY-29
Staff Scientist/Engineer-I	\$115,985.33	\$120,624.75	\$125,449.74
Staff Scientist/Engineer-II	\$118,305.04	\$123,037.24	\$127,958.73
Staff Scientist/Engineer-III	\$120,671.14	\$125,497.99	\$130,517.91
Senior Scientist/Engineer-I	\$130,979.33	\$136,218.51	\$141,667.25
Senior Scientist/Engineer-II	\$133,598.92	\$138,942.88	\$144,500.59
Senior Scientist/Engineer-III	\$136,270.90	\$141,721.73	\$147,390.60
Principal Scientist/Engineer-I	\$157,347.75	\$163,641.66	\$170,187.33
Principal Scientist/Engineer-II	\$160,494.71	\$166,914.49	\$173,591.07

Principal Scientist/Engineer III	\$163,704.60	\$170,252.78	\$177,062.89
Senior Principal Scientist I	\$172,391.33	\$179,286.99	\$186,458.47
Senior Principal Scientist II	\$175,839.16	\$182,872.73	\$190,187.64
Senior Principal Scientist III	\$179,355.94	\$186,530.18	\$193,991.39

~~Technical Engineer Staff~~

Title	Step	FY 27	FY 28	FY 29
Engineer I (56)	1	\$102,198.90	\$106,286.85	\$110,538.33
	2	\$104,242.87	\$108,412.59	\$112,749.09
	3	\$106,327.73	\$110,580.84	\$115,004.07
Engineer II (57)	1	\$114,716.00	\$119,304.64	\$124,076.83
	2	\$117,010.32	\$121,690.73	\$126,558.36
	3	\$119,350.53	\$124,124.55	\$129,089.53
Engineer III (58)	1	\$146,345.84	\$152,199.68	\$158,287.66
	2	\$149,272.76	\$155,243.67	\$161,453.42
	3	\$152,258.22	\$158,348.54	\$164,682.49
Engineer IV (59)	1	\$177,310.27	\$184,402.68	\$191,778.79
	2	\$180,856.47	\$188,090.73	\$195,614.36
	3	\$184,473.60	\$191,852.55	\$199,526.65
Engineer V (60)	1	\$208,700.81	\$217,048.84	\$225,730.80
	2	\$212,874.83	\$221,389.82	\$230,245.41
	3	\$217,132.32	\$225,817.62	\$234,850.32

~~Section J — Minimum Salaries —~~ Effective upon ratification, the minimum base salary for all Employees working full-time in the following positions shall be as follows:

~~FY 26 — FY 27~~

~~(or upon ratification
whichever is later)~~

~~(1/2 the ATB)~~

Instructional Positions:

1. Lecturer (FAS/SEAS)	70,300	
Track A Lecturer I (FAS/SEAS/HMS)		71,179
2. Preceptors (FAS/SEAS)	70,300	
Track B Lecturer (FAS/SEAS/HMS)		71,179
3. Annual Lecturer (FAS/SEAS/HMS)	70,300	71,179
4. College Fellows (FAS/SEAS)	70,300	71,179
5. 12-month Preceptor (FAS/SEAS)	82,000	
Track B Lecturer 12-month Preceptor (FAS/SEAS)		83,025
6. Math Preceptors (FAS/SEAS)	83,600	
Track B Lecturer Math (FAS)		84,645
7. FAS Benjamin Peirce Fellows (Math)	93,100	94,264
8. Associate Senior Lecturer (FAS/SEAS)	97,500	98,719
9. Temporary Course Instructor (HMS)	65,750	69,760
10. Course Lead (HMS)	70,300	71,179
11. Instructor, (HMS)	70,300	71,179
12. Teaching Assistant (junior rate)	58,600	62,170
Teaching Assistant (senior rate)*	65,750	69,760

~~*Senior rate is for TAs who have an advanced degree in a relevant field or two years of college-level teaching.~~

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Research Positions:

1. Postbaccalaureate Researcher	55,000	55,688
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2. Postdoctoral Researcher (all schools)	67,600	68,445
3. Senior Postdoctoral Researcher (all schools)	72,000	72,900
4. Postdoctoral Researcher, specialist (HMS)	87,000	88,088
5. Senior Postdoctoral Researcher (all schools)	72,000	72,900
6. Research associates (HMS red-circled)	72,000	72,900

- ~~1. 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	68,951
Research III	57	76,400	77,355
Senior Researcher I	58	87,700	88,796
Senior Research II	59	102,300	103,579
Scientist I	58	87,700	88,796
Scientist II	59	102,300	103,579
Research Core Engineer II	56	68,100	68,951
Research Core Engineer III	57	76,400	77,355
Research Core Engineer IV	58	87,700	88,796
Research Core Engineer V	59	102,300	103,379
Research Core Scientist II	56	68,100	68,951
Research Core Scientist III	57	76,400	77,355
Research Core Scientist IV	58	87,700	88,796
Research Core Scientist V	59	102,300	103,379
Engineer	56	68,100	68,951
Mechanical Engineer II	57	76,400	77,355
Engineer	58	87,700	88,796
Engineer III	59	102,300	103,379
Curriculum and Pedagogy Manager	57	76,400	77,355