

**ARTICLE XX:
COMPENSATION**

The University 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 further reserves the right to modify this proposal to account for changes in negotiations around appropriate workload.

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

Section B Effective upon ratification of this Agreement, 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 **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, 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)
<u>Research positions</u>		
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

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 L. 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 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) yearly rate pro-rated per course.
1. For certain bargaining unit positions where there are no minimum starting salaries, the University retains the right to determine the appropriate starting salary.
2. **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