



## MEMORANDUM

September 12, 2023

**TO: Members of the Board of Trustees**

**FROM: Dr. John B. King, Jr., Chancellor**

**SUBJECT: Implementing the Agreement between the State of New York and United University Professions (UUP) for the period commencing July 2, 2022, and ending July 1, 2026**

### Action Requested

The proposed resolution adopts guidelines, authorizes across-the-board and discretionary increases and payments, and sets salary schedules for those employees in SUNY's professional service represented by UUP. It also authorizes rulemaking to revise the regulations of the State University of New York to comport with provisions of the updated collective bargaining agreement.

### Resolution

I recommend that the Board of Trustees adopt the following resolution:

**Whereas** the State of New York and the United University Professions have reached a collective bargaining agreement for the years 2022-2026 for members of the professional services negotiating unit; and

**Whereas** Chapter 189 of the Laws of 2023 was signed by Governor Hochul on June 30, 2023, providing for the implementation of the collective bargaining agreement between the State of New York and United University Professions; now, therefore, be it

**Resolved** that the "Guidelines for Discretionary Salary Increases" (copy on file with the Office of the Secretary of the University), applicable to the professional service of the State

University in accordance with the 2022-2026 agreement between the State of New York and United University Professions be, and hereby are, approved; and be it further

**Resolved** that the salary schedules adopted on September 13, 2018, by Resolution 2018-060 are hereby repealed; and be it further

**Resolved** that the salary schedules (copies on file with the Office of the Secretary of the University) for 2022-2026 for University faculty and professional employees represented by UUP and reflecting the terms set forth in the agreement between the State of New York and United University Professions be, and hereby are, approved; and, be it further

**Resolved** that the salary increases and payments as set forth in the agreement between the State of New York and United University Professions be, and hereby are, approved; and be it further

**Resolved** that the Chancellor, or designee, be, and hereby is, authorized to take all steps necessary and appropriate to implement the above-referenced salary schedules, payments, and guidelines; and, be it further

**Resolved** that the Chancellor, or designee, be, and hereby is, authorized and directed to prepare, in accordance with the provisions of the State Administrative Procedure Act, a Notice of Emergency Adoption and Proposed Rulemaking, as well as any reissuance of such Emergency Adoption as may be necessary during the pendency of the Proposed Rulemaking, with respect to amendments to Sections 335.11 and 335.17 of Title 8 of the Official Compilation of Codes, Rules and Regulations of the State of New York, regarding appointment of employees; and sections 337.2, 337.7, 337.9, and 337.13 of Title 8 of the Official Compilation of Codes, Rules and Regulations of the State of New York, regarding leaves of absence for employees in the professional service, to read as follows (brackets denote old material to be deleted; underlining denotes new material to be added):

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335.11 Eligibility.

(a) A term appointment may be given to any person appointed to or serving in a position designated as being in the professional services negotiating unit.

(b) Part-time service.

(1) Further employment at any college of an individual who has been employed at that college on a part-time basis for four consecutive semesters in the case of an employee on an academic year obligation or for two years in the case of an employee on a calendar or college year obligation in a position designated as being in the Professional Services Negotiating Unit shall be on the basis of a term appointment.

(2) Further employment at any college or an individual who has been employed at that college on a part-time basis for six consecutive semesters in the case of an employee on an academic year obligation or for three years in the case of an employee on a calendar year or college year obligation in a position designated as being in the Professional Services Negotiating Unit shall be on the basis of a term appointment of not less than one year. However, this section shall not result in an automatic one-year term appointment solely due to lack of proper notice under Section 5, below.

(3) In computing consecutive semesters/years of part-time service for the purposes of appointment or reappointment under this subdivision, periods of leave of absence at partial salary or without salary shall not be included, but shall not be deemed an interruption of otherwise consecutive service.

(4) [An individual] A part-time academic who has been granted term appointment but for whom classroom enrollment is inadequate, or whose class needs to be reassigned to individuals appointed on a full-time basis, shall have no entitlement to salary, benefits, or any other rights or privileges associated with that class. Where course cancellation or reassignment has occurred and other courses to be assigned to part-time academics are added during the semester in which such course cancellation or reassignment initially occurred, part-time academics on one-year term appointments shall be considered for course assignment first, among those individuals capable of teaching the course.

(~~2~~5) In the event the service of such an individual is interrupted for a period of four consecutive semesters or more in the case of an employee on an academic year obligation or for two years or more in the case of an employee on a calendar year or college year obligation, the chief administrative officer of the college may grant the employee any type of appointment as in the chief administrative officer's judgment is appropriate.

(c) Qualified academic rank service.

(1) Further employment at any college of an individual who is employed in a full-time lecturer position or a full-time clinical or research (qualified academic rank) position at a non-health science center campus for seven consecutive years at that college or non-health science center campus shall be on the basis of a three-year term appointment. This excludes clinical or research positions at a health science or medical center, school of medicine or dentistry, College of Optometry, or anyone, not in a position eligible for continuing appointment,

subject to the provisions of 8 NYCRR Part 340, Plan for the Management of Clinical Practice Income. However, this section shall not result in an automatic three-year term appointment solely due to lack of proper notice under 8 NYCRR Part 335.14.

(2) In computing consecutive semesters/years of service for the purposes of appointment or reappointment under this subdivision, periods of leave of absence at partial salary or without salary shall not be included but shall not be deemed an interruption of otherwise consecutive service.

335.17 Definition.

A *probationary appointment* shall be an appointment for a period of one year which must be granted to a professional employee holding a professional title in which permanent appointment may be granted at a college of the university when the employee is appointed to a different professional title in which permanent appointment may be granted at the same college, or when the employee is appointed to a professional title listed in Appendix B-1, *infra*, of this Part at the same college. In addition, three-month probationary appointments shall be provided on initial appointment of any full-time professional in a teaching hospital position at a SUNY Article 28 facility whose professional obligation will include patient-facing duties (in-person patient care or service). A probationary appointment may be terminated at any time in accordance with section 335.9 or 335.15 of this Part.

337.2 Accrual of vacation leave.

\* \* \*

<i>(b)</i> Part-time academic employees whose professional obligations, as determined by the college president, are primarily other than teaching classes shall be eligible to accrue vacation leave in accordance with the compensation requirements for part-time professional employees as specified below.	
Effective July 1, [2016]2022 professional employees who earn:	Receive:
Up to \$[13,778]15,516	¼ day per month
\$[13,779 to \$20,789]15,517 to \$23,412	½ day per month
\$[20,790 to \$27,797]23,413 to \$31,304	1 day per month
\$[27,798]31,305 or higher	1¼ day per month
Effective July 1, 20[17]23 professional employees who earn:	Receive:
Up to \$[14,054]15,981	¼ day per month
\$[14,055 to \$21,205]15,982 to \$24,114	½ day per month
\$[21,206 to \$28,353]24,115 to \$32,243	1 day per month
\$[28,354]32,244 or higher	1¼ day per month

Effective July 1, 20 <del>18</del> <u>24</u> professional employees who earn:	Receive:
Up to \$ <del>14,335</del> <u>16,460</u>	¼ day per month
\$ <del>14,336 to \$21,629</del> <u>16,461 to \$24,837</u>	½ day per month
\$ <del>21,630 to \$28,920</del> <u>24,388 to \$33,210</u>	1 day per month
\$ <del>28,921</del> <u>33,211</u> or higher	1¼ day per month
Effective July 1, 20 <del>19</del> <u>25</u> professional employees who earn:	Receive:
Up to \$ <del>14,622</del> <u>16,954</u>	¼ day per month
\$ <del>14,623 to \$22,062</del> <u>16,955 to \$25,582</u>	½ day per month
\$ <del>22,063 to \$29,498</del> <u>25,583 to \$34,206</u>	1 day per month
\$ <del>29,499</del> <u>34,207</u> or higher	1¼ day per month
[Effective July 1, 2020 professional employees who earn:	Receive:
Up to \$14,914	¼ day per month
\$14,915 to \$22,503	½ day per month
\$22,504 to \$30,088	1 day per month
\$30,089 or higher	1¼ day per month
Effective July 1, 2021 professional employees who earn:	Receive:
Up to \$15,212	¼ day per month
\$15,213 to \$22,953	½ day per month
\$22,954 to \$30,690	1 day per month
\$30,691 or higher	1¼ day per month]

(c) Employees who serve on a part-time basis and are initially appointed or commence part-time service on or after July 1, 2018 shall be eligible to accrue vacation leave for each month or major fraction thereof during the term of their professional obligation according to the following schedule.

Part-time calendar year and college year employees shall be eligible to accrue vacation leave as follows:

Academic employees who teach:	Receive:
1 course	¼ day per month
2 courses	½ day per month
3 courses	1 day per month

Part-time academic employees whose professional obligations, as determined by the college president, are primarily other than teaching classes shall be eligible to accrue vacation leave in accordance with the requirements for part-time professional employees as specified below.

Employees who work:	Receive:
.20 to < .40 FTE	¼ day per month
.40 to < .60 FTE	½ day per month

.60 to <.80 FTE	1 day per month
.80 to <1.00 FTE	1¼ day per month

(d) Part-time calendar year or college year academic employees who teach and who serve on a part-time basis and are initially appointed or commence part-time service on or after July 1, 2024, shall be eligible to accrue vacation leave for each month or major fraction thereof during the term of their professional obligation according to the following schedule.

- 3 credit hours/3 credit hour equivalents to < 6 1/4  
day per month
- 6 credit hours/6 credit hour equivalents to < 9 1/2  
day per month
- 9 credit hours/9 credit hour equivalents or more 1 day per month

In the absence of credit hours/credit hour equivalents, contact hours may be used to determine credit hour equivalent. The credit hour equivalent for contact hours and other credit equivalencies will be determined by management based on the practices at each individual campus.

(e) To accrue credits for vacation leave during each month, eligible part-time employees must be in pay status consistent with their part-time service for such month, or major fraction thereof. A part-time employee who is employed on a fee-for-service, per diem, or hourly basis, whose professional obligation is less than a day of work per week, shall not be considered an eligible employee for purposes of accrual of vacation leave.

337.7 Accrual.

\* \* \*

(b) Employees in the Professional Services Negotiating Unit.

(1) Employees hired prior to July 1, 1982. Full-time employees shall be eligible to accrue credits for sick leave at the rate of one and three-quarters days a month for each month, or major fraction thereof, during the term of their professional obligation. To accrue credit for sick leave during each month, full-time employees must be in full-pay status for such month or major fraction thereof.

(2) Employees hired on or after July 1, 1982. Commencing December 1, 1982, employees who serve on a full-time basis and are appointed effective on or after July 1, 1982, shall be eligible to accrue credits for sick leave for each month, or major fraction thereof, during the term of their professional obligation as follows:

<i>Years of Service</i>	<i>Sick Accrual Rate</i>
0 - 1	1¼ days per month (15 days)
2	1⅓ days per month (16 days)
3,4,5	1½ days per month (18 days)
6	1⅔ days per month (20 days)
7	1¾ days per month (21 days)

(3) To accrue credit for sick leave during each month, full-time employees must be in full- pay status for such month or major fraction thereof.

(4) Part-time academic year, calendar year and college year employees shall be eligible to accrue credits for sick leave as follows:

(i) Academic employees who teach:	Receive:			
1 course	¼ day per month			
2 courses	½ day per month			
3 courses	1 day per month			
(ii) Effective July 1, 20 <del>16</del> <u>22</u> professional employees who earn:	Receive:			
Up to \$ <del>13,778</del> <u>15,516</u>	¼ day per month			
\$ <del>13,779 to \$20,789</del> <u>15,517 to \$23,412</u>	½ day per month			
\$ <del>20,790 to \$27,797</del> <u>23,413 to \$31,304</u>	1 day per month			
\$ <del>27,798</del> <u>31,305</u> or higher	1¼ day per month			
Effective July 1, 20 <del>17</del> <u>23</u> professional employees who earn:	Receive:			
Up to \$ <del>14,054</del> <u>15,981</u>	¼ day per month			
\$ <del>14,055 to \$21,205</del> <u>15,982 to \$24,114</u>	½ day per month			
\$ <del>21,206 to \$28,353</del> <u>24,115 to \$32,243</u>	1 day per month			
\$ <del>28,354</del> <u>32,244</u> or higher	1¼ day per month			
Effective July 1, 20 <del>18</del> <u>24</u> professional employees who earn:	Receive:			
Up to \$ <del>14,335</del> <u>16,460</u>	¼ day per month			
\$ <del>14,336 to \$21,629</del> <u>16,461 to \$24,837</u>	½ day per month			
\$ <del>21,630 to \$28,920</del> <u>24,388 to \$33,210</u>	1 day per month			
\$ <del>28,921</del> <u>33,211</u> or higher	1¼ day per month			

Effective July 1, 20[19]25 professional employees who earn:	Receive:			
Up to \$[14,622]16,954	¼ day per month			
[\$14,623 to \$22,062]16,955 to \$25,582	½ day per month			
[\$22,063 to \$29,498]25,583 to \$34,206	1 day per month			
[\$29,499]34,207 or higher	1¼ day per month			
[Effective July 1, 2020 professional employees who earn:	Receive:			
Up to \$14,914	¼ day per month			
\$14,915 to \$22,503	½ day per month			
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Effective July 1, 2021 professional employees who earn:	Receive:			
Up to \$15,212	¼ day per month			
\$15,213 to \$22,953	½ day per month			
\$22,954 to \$30,690	1 day per month			
\$30,691 or higher	1¼ day per month]			

[(iii) To accrue credit for such leave during each month, eligible part-time employees must be in pay status consistent with their part-time service for such month, or major fraction thereof. A part-time employee who is employed on a fee-for-service, per diem, or hourly basis, whose professional obligation is less than a day of work per week, shall not be considered an eligible employee for purposes of accrual of sick leave.]

(c) Employees who serve on a part-time basis and are initially appointed or commence part-time service on or after July 1, 2018 shall be eligible to accrue vacation leave for each month or major fraction thereof during the term of their professional obligation according to the following schedule.



Part-time calendar year and college year employees shall be eligible to accrue vacation leave as follows:

Academic employees who teach:	Receive:
1 course	¼ day per month
2 courses	½ day per month
3 courses	1 day per month

Part-time academic employees whose professional obligations, as determined by the College President, are primarily other than teaching classes shall be eligible to accrue vacation leave in accordance with the requirements for part-time professional employees as specified below.

Employees who work:	Receive:
.20 to < .40 FTE	¼ day per month
.40 to < .60 FTE	½ day per month
.60 to <.80 FTE	1 day per month
.80 to <1.00 FTE	1¼ day per month

(d) Academic employees who teach and who serve on a part-time basis and are initially appointed or commence part-time service on or after July 1, 2024 shall be eligible to accrue sick leave for each month or major fraction thereof during the term of their professional obligation according to the following schedule.

- 3 credit hours/3 credit hour equivalents to < 6 1/4 day per month
- 6 credit hours/6 credit hour equivalents to < 9 1/2 day per month
- 9 credit hours/9 credit hour equivalents or more 1 day per month

In the absence of credit hours/credit hour equivalents, contact hours may be used to determine credit hour equivalent. The credit hour equivalent for contact hours and other credit equivalencies will be determined by management based on the practices at each individual campus.

(e)To accrue credit for such leave during each month, eligible part-time employees must be in pay status consistent with their part-time service for such month or major fraction thereof. A part-time employee who is employed on a fee-for-service, per-diem, or hourly basis, whose professional obligation is less than a day of work per week, shall not be considered an eligible employee for purposes of accrual of sick leave.

337.9 Maximum accumulation.

Accumulation of sick leave credits pursuant to sections 337.7 and 337.8 of this Part shall not exceed 2[00]25 days; provided, however, in the case of part-time

employees who accrue sick leave on a pro rata basis, the maximum accumulation shall also be determined on a pro rata basis.

### 337.13 Holiday leave.

(a) A calendar year or college year employee shall be eligible to observe the following days prescribed by law as holidays: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Election Day, Veterans' Day, Thanksgiving Day and Christmas Day. The college chief administrative officer may designate two holidays as floating holidays in lieu of the holidays set forth above. The college chief administrative officer may designate an alternate date on which one of the holidays is to be observed. If a second holiday is designated the employee may select a date on which to observe the second holiday, with the approval of the employee's supervisor and consistent with the operating needs of the campus. The employee must observe such second holiday before the beginning of the next academic year. The college chief administrative officer's designation shall be announced following consultation with the certified representative of employees in the professional service in September of the academic year.

(b) An employee who is eligible to observe holidays shall be granted a compensatory day off when any holiday specified in subdivision (a) of this section falls on a Saturday, a Sunday, or a pass day. Effective January 1, 2024, an employee who is eligible to observe holidays shall be granted compensatory time off when a holiday falls on a Saturday, or a pass day; provided, however, that an employee directed to work on a holiday that falls on a Saturday or pass day may receive additional compensation or compensatory time off as provided in subsections (d) – (e) below.

(c) Effective January 1, 2024, when December 25 and January 1 fall on Sundays and are observed as State holidays on the following Monday, employees whose work schedule includes December 25 or January 1 shall observe the holiday on those dates, or if required to work, may receive additional compensation or compensatory time off as provided in subsections (e) – (f) below.

~~(c)d~~ An employee who is eligible to observe holidays who is required to work on a holiday shall be granted a compensatory day off. An employee who is eligible to observe Thanksgiving or Christmas, and who is required to work on such holiday, shall be granted one and one-half compensatory days off.

~~(d)e~~(i) For employees in the professional services bargaining unit, effective July 1, 2019, an employee who is eligible to observe holidays who is required to work on New Year's Day shall be granted a compensatory day off or, at the employee's election, additional compensation at the rate of 1/10 of the

employee's bi-weekly rate for each such full day worked in lieu of the compensatory day off. An employee who is eligible to observe Thanksgiving or Christmas, and who is required to work on such holiday, shall be granted one and one-half compensatory days off or, at the employee's election, additional compensation at the rate of 3/20 of the employee's bi-weekly rate for each such full day worked in lieu of compensatory time off.

(ii). Effective January 1, 2024, an employee who is assigned to work at Downstate, Stony Brook or Upstate hospitals or at the Long Island State Veteran's Home and who is eligible to observe holidays and who is required to work on a holiday shall be granted additional compensation at the rate of 1/10 of the employee's bi-weekly rate or, at the employee's election, a compensatory day off for each full day worked. An employee who is assigned to work at Downstate, Stony Brook or Upstate hospitals or at the Long Island State Veteran's Home and who is eligible to observe Thanksgiving or Christmas, and who is required to work on such holiday, shall be granted additional compensation at the rate of 3/20 of the employee's bi-weekly rate or, at the employee's election, one and one-half compensatory days off for each full day worked.

([1]f) Compensatory time or additional compensation shall be pro-rated for less than a full day of work. Compensatory time or additional compensation shall be pro-rated for regularly scheduled work in excess of the standard workday worked on a holiday. The additional compensation rate shall include all payments normally included in bi-weekly gross salary.

([e]g) Compensatory days off shall be scheduled at times mutually convenient to the employee and the university and used within one year of accrual or forfeited.

### **Background**

The State of New York and the United University Professions (UUP) have reached a collective bargaining agreement for 2022-2026. This agreement was ratified by members of UUP on August 24, 2023, and legislation has been signed providing authority for SUNY to implement the changes for employees represented by UUP. The agreement establishes new minimum salaries for each faculty and professional salary range and various other improvements to union member compensation. Approval of maximum salaries are not set by the contract and remain the responsibility of the Board of Trustees. The proposed maxima are increased consistent with the across-the-board increases.

The agreement establishes:

- Across-the-board compensation increases of two percent (2%) effective July 2, 2022, and three percent (3%) effective July 1, 2023, July 1, 2024, and July 1, 2025.
- A \$400 lump sum payment added to basic annual salary to incumbents on the payroll on June 30, 2023, and at the time of payment.
- An amount equal to one half percent (.5%) of the total basic annual salaries on June 30, 2024, 2025, and 2026 for distribution by the Board of Trustees in their discretion.
- Commencing July 1, 2024, full-time employees who, at the campus they are currently employed, have been granted permanent or continuing appointment by the Chancellor, or a second five year term appointment in titles listed in Article XI, Appendix A of the Policies, or who have completed seven consecutive years of full-time service in the title of Lecturer, in any qualified academic rank title, or in any of the titles listed in Article XI, Appendix B, Section 4 – Division III Sports or Article XI, Appendix C shall receive a one-time advance to basic annual salary of \$1,000 (employees who previously received a \$500 advance to basic annual salary shall only receive an additional \$500).
- Commencing July 1, 2025, full-time employees who have received an advance in the above categories and who have completed twelve consecutive years of full-time service at the campus at which they are currently employed shall receive a one-time advance to basic annual salary of \$800.
- On-call pay for employees eligible to receive on-call pay will be \$8.00 per hour effective July 1, 2023. On-call pay for employees eligible to receive on-call pay in Long Island and New York City will be \$10.00 per hour effective July 1, 2023.
- Location stipends for full-time employees in the Downstate region (New York City, Suffolk, Nassau, Rockland, or Westchester counties) will be \$3,087 effective July 1, 2023, \$3,400 effective July 1, 2024, and \$4,000 effective July 1, 2025. Location stipends for full-time employees in the Mid-Hudson region (Dutchess, Putnam, or Orange counties) will be \$1,543 effective July 1, 2023, \$1,650 effective July 1, 2024, and \$2,000 effective July 1, 2025.

- Full-time employees on the payroll or on authorized unpaid leave as of the ratification date of August 24, 2023 (or other dates as specified in the agreement) who remain employed through April 30, 2024, based on the terms of the agreement shall receive a lump sum payment of \$3,000 effective April 30, 2024 which shall be paid in two equal installments: the first day of the payroll period following July 1, 2024, and the first day of the payroll period following July 1, 2025. This amount shall be pro-rated for part-time employees.

### **SUNY Guidelines for Discretionary Salary Increases for UUP Members September 12, 2023**

#### **General Provisions:**

The agreement between the State of New York and United University Professions provides for a lump sum payment in the amount of \$400 added to basic annual salary to incumbents on the payroll on June 30, 2023, and at the time of payment. This amount shall be pro-rated for part-time employees according to the terms of the agreement.

The agreement between the State of New York and UUP provides for the distribution of three pools of funds, each equal to one-half percent (.5%) of the total basic annual salaries on June 30, 2024, 2025, and 2026 at the discretion of the SUNY Board of Trustees, to eligible employees who hold positions in the professional services negotiating unit. These discretionary increases are to be used to recognize performance of members of the professional services negotiating unit and distribution on an across-the-board basis is not recommended.

The Chancellor with respect to System Administration and each campus president shall determine the distribution of the individual pools and they are obligated to certify that all discretionary increases granted based on the pools for June 30, 2024, 2025, and 2026 are implemented and that the entire pool has been expended.

#### **Discretionary Adjustments:**

The discretionary increases for each of these years are scheduled for payment no later than December 31 following the conclusion of the prior

performance program year. These increases are to be made from costs accounted for in the campus budgets. To be eligible to receive one of these discretionary increases, an employee must be on the payroll on June 30, 2024, June 30, 2025, and June 30, 2026, and on the payroll when the payments are made. Discretionary increases are made retroactively to July 1 for employees having a calendar year or college year obligation and retroactively to September 1 for employees having an academic year obligation. Persons on leave from such positions but continuing in UUP service in accordance with the terms of the contract, may be considered for discretionary increases. In addition, hourly or bi-weekly pay basis employees and returning part-time staff whose service ends prior to June 30, 2024, June 30, 2025, or June 30, 2026, shall be eligible for discretionary increases for work performed in 2023-2024, 2024-2025, or 2025-2026, as outlined in the agreement.

**Rosters:**

Discretionary increases should be reported on a roster to University-wide Human Resources. The format of the rosters will be provided prior to the date on which payments will be made. All rosters must be signed by the Chancellor or the campus president.

**Exception Policy:**

In limited circumstances, campuses can exceed the salary maxima for an individual employee. The authority to approve an exception resides with the campus president and is not delegable to any other officer. An exception to the maxima must be reported to the University-wide Human Resource Office, including the rationale and documentation supporting the exception.

While there is no predetermined limit on exceptions, this procedure is expected to be used only in limited circumstances. An individual's State salary (base salary plus additional compensation) may not exceed that of the campus president without prior approval by the Chancellor. The request for prior approval by the Chancellor should include the rationale and documentation supporting the exception along with a certification that the funds to support this request are available in the current campus budget.

Board of Trustees UUP Salary Resolution  
 SUNY UUP Minimum and Maximum Salary Ranges  
 I. Professional Employees

	<b>July 1, 2021 (current salaries) Calendar Year</b>		<b>July 1, 2021 (current salaries) College Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
6	\$84,793	\$152,120	\$70,933	\$126,948
5	\$69,395	\$128,847	\$58,039	\$107,548
4	\$57,846	\$110,591	\$48,412	\$92,339
3	\$50,148	\$96,900	\$42,064	\$80,929
2	\$44,374	\$85,493	\$37,249	\$71,422
1	\$38,600	\$74,085	\$32,438	\$61,915
	<b>July 1, 2022 Calendar Year</b>		<b>July 1, 2022 College Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
6	\$86,489	\$155,162	\$72,351	\$129,487
5	\$70,783	\$131,424	\$59,200	\$109,699
4	\$59,003	\$112,803	\$49,380	\$94,186
3	\$51,151	\$98,838	\$42,905	\$82,548
2	\$45,261	\$87,203	\$37,994	\$72,850
1	\$39,372	\$75,567	\$33,087	\$63,153
	<b>July 1, 2023 Calendar Year</b>		<b>July 1, 2023 College Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
6	\$89,084	\$159,817	\$74,522	\$133,372
5	\$72,907	\$135,367	\$60,976	\$112,990
4	\$60,773	\$116,187	\$50,862	\$97,012
3	\$53,151	\$101,803	\$44,572	\$85,024
2	\$47,261	\$89,819	\$39,661	\$75,036
1	\$41,372	\$77,834	\$34,754	\$65,048
	<b>July 1, 2024 Calendar Year</b>		<b>July 1, 2024 College Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
6	\$91,757	\$164,612	\$76,758	\$137,373
5	\$75,093	\$139,428	\$62,805	\$116,380
4	\$62,596	\$119,673	\$52,388	\$99,922
3	\$55,151	\$104,857	\$46,239	\$87,575
2	\$49,261	\$92,514	\$41,328	\$77,287
1	\$43,372	\$80,169	\$36,421	\$66,999

Board of Trustees UUP Salary Resolution  
 SUNY UUP Minimum and Maximum Salary Ranges

I. Professional Employees

Salary Level	July 1, 2025 Calendar Year		July 1, 2025 College Year	
	Minimum	Maximum	Minimum	Maximum
6	\$94,510	\$169,550	\$79,061	\$141,494
5	\$77,346	\$143,611	\$64,689	\$119,871
4	\$64,474	\$123,263	\$53,960	\$102,920
3	\$57,151	\$108,003	\$47,906	\$90,202
2	\$51,261	\$95,289	\$42,995	\$79,606
1	\$45,372	\$82,574	\$38,088	\$69,009

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.



Board of Trustees UUP Salary Resolution  
 SUNY UUP Minimum and Maximum Salary Ranges  
 II. Academic Ranks, Instructional

	<b>July 1, 2021 (current salaries) Calendar Year</b>		<b>September 1, 2021 (current salaries) Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Leading Professor	\$0	\$245,447	\$0	\$205,917
Professor	\$77,481	\$203,520	\$64,773	\$169,981
Associate Professor	\$62,466	\$152,010	\$52,266	\$128,053
Assistant Professor	\$52,842	\$128,053	\$44,178	\$106,486
Lecturer	\$52,842	\$128,053	\$44,178	\$106,486
Instructor	\$46,105	\$88,519	\$38,600	\$74,144
	<b>July 1, 2022 Calendar Year</b>		<b>September 1, 2022 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Leading Professor	\$0	\$250,356	\$0	\$210,035
Professor	\$79,031	\$207,590	\$66,068	\$173,381
Associate Professor	\$63,715	\$155,050	\$53,311	\$130,614
Assistant Professor	\$53,899	\$130,614	\$45,062	\$108,616
Lecturer	\$53,899	\$130,614	\$45,062	\$108,616
Instructor	\$47,027	\$90,289	\$39,372	\$75,627
	<b>July 1, 2023 Calendar Year</b>		<b>September 1, 2023 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Leading Professor	\$0	\$257,867	\$0	\$216,336
Professor	\$81,402	\$213,818	\$68,050	\$178,582
Associate Professor	\$65,627	\$159,702	\$54,911	\$134,532
Assistant Professor	\$55,899	\$134,532	\$46,729	\$111,874
Lecturer	\$55,899	\$134,532	\$46,729	\$111,874
Instructor	\$49,027	\$92,998	\$41,039	\$77,896
	<b>July 1, 2024 Calendar Year</b>		<b>September 1, 2024 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Leading Professor	\$0	\$265,603	\$0	\$222,826
Professor	\$83,844	\$220,233	\$70,092	\$183,939
Associate Professor	\$67,596	\$164,493	\$56,558	\$138,568
Assistant Professor	\$57,899	\$138,568	\$48,396	\$115,230
Lecturer	\$57,899	\$138,568	\$48,396	\$115,230
Instructor	\$51,027	\$95,788	\$42,706	\$80,233

Board of Trustees UUP Salary Resolution  
 SUNY UUP Minimum and Maximum Salary Ranges

II. Academic Ranks, Instructional

<b>Salary Level</b>	<b>July 1, 2025 Calendar Year</b>		<b>September 1, 2025 Academic Year</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Leading Professor	\$0	\$273,571	\$0	\$229,511
Professor	\$86,359	\$226,840	\$72,194	\$189,457
Associate Professor	\$69,624	\$169,428	\$58,255	\$142,725
Assistant Professor	\$59,899	\$142,725	\$50,063	\$118,687
Lecturer	\$59,899	\$142,725	\$50,063	\$118,687
Instructor	\$53,027	\$98,662	\$44,373	\$82,640

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.

Board of Trustees UUP Salary Resolution  
Faculty Salary Schedule

III. Academic Ranks, Health Science Centers (Exclusive of Practice Plan Income)

	<b>July 1, 2021 (current salaries) Calendar Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor & Chairman (Med)	\$0	\$257,232
Professor (HS)	\$77,481	\$240,880
Associate Professor (HS)	\$62,466	\$223,166
Assistant Professor (HS)	\$52,842	\$197,280
Lecturer (HS)	\$52,842	\$197,280
Instructor	\$46,105	\$174,114
Assistant Instructor	\$0	\$114,161
	<b>July 1, 2022 Calendar Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor & Chairman (Med)	\$0	\$262,377
Professor (HS)	\$79,031	\$245,698
Associate Professor (HS)	\$63,715	\$227,629
Assistant Professor (HS)	\$53,899	\$201,226
Lecturer (HS)	\$53,899	\$201,226
Instructor	\$47,027	\$177,596
Assistant Instructor	\$0	\$116,444
	<b>July 1, 2023 Calendar Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor & Chairman (Med)	\$0	\$270,248
Professor (HS)	\$81,402	\$253,069
Associate Professor (HS)	\$65,627	\$234,458
Assistant Professor (HS)	\$55,899	\$207,263
Lecturer (HS)	\$55,899	\$207,263
Instructor	\$49,027	\$182,924
Assistant Instructor	\$0	\$119,937
	<b>July 1, 2024 Calendar Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor & Chairman (Med)	\$0	\$278,355
Professor (HS)	\$83,844	\$260,661
Associate Professor (HS)	\$67,596	\$241,492
Assistant Professor (HS)	\$57,899	\$213,481
Lecturer (HS)	\$57,899	\$213,481
Instructor	\$51,027	\$188,412
Assistant Instructor	\$0	\$123,535

## Board of Trustees UUP Salary Resolution

## Faculty Salary Schedule

## III. Academic Ranks, Health Science Centers (Exclusive of Practice Plan Income)

	<b>July 1, 2025 Calendar Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor & Chairman (Med)	\$0	\$286,706
Professor (HS)	\$86,359	\$268,481
Associate Professor (HS)	\$69,624	\$248,737
Assistant Professor (HS)	\$59,899	\$219,885
Lecturer (HS)	\$59,899	\$219,885
Instructor	\$53,027	\$194,064
Assistant Instructor	\$0	\$127,241

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.

Board of Trustees UUP Salary Resolution  
 Faculty Salary Schedule  
 IV. Academic Ranks (Law) Buffalo Center Only

	<b>September 1, 2021 (current salaries) Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor Law	\$77,481	\$190,341
Associate Professor Law	\$62,466	\$138,829
Assistant Professor Law	\$52,842	\$119,661
	<b>September 1, 2022 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor Law	\$79,031	\$194,148
Associate Professor Law	\$63,715	\$141,606
Assistant Professor Law	\$53,899	\$122,054
	<b>September 1, 2023 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor Law	\$81,402	\$199,972
Associate Professor Law	\$65,627	\$145,854
Assistant Professor Law	\$55,899	\$125,716
	<b>September 1, 2024 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor Law	\$83,844	\$205,971
Associate Professor Law	\$67,596	\$150,230
Assistant Professor Law	\$57,899	\$129,487
	<b>September 1, 2025 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>
Professor Law	\$86,359	\$212,150
Associate Professor Law	\$69,624	\$154,737
Assistant Professor Law	\$59,899	\$133,372

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.

Board of Trustees UUP Salary Resolution  
V. Librarian Ranks:

	<b>July 1, 2021 (current salaries) Calendar Year</b>		<b>September 1, 2021 (current salaries) Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Librarian	\$77,481	\$144,927	\$64,773	\$120,956
Associate Librarian	\$62,466	\$125,233	\$52,266	\$104,474
Senior Assistant Librarian	\$52,842	\$105,594	\$44,178	\$88,174
Assistant Librarian	\$46,105	\$85,818	\$38,600	\$71,692
	<b>July 1, 2022 Calendar Year</b>		<b>September 1, 2022 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Librarian	\$79,031	\$147,826	\$66,068	\$123,375
Associate Librarian	\$63,715	\$127,738	\$53,311	\$106,563
Senior Assistant Librarian	\$53,899	\$107,706	\$45,062	\$89,937
Assistant Librarian	\$47,027	\$87,534	\$39,372	\$73,126
	<b>July 1, 2023 Calendar Year</b>		<b>September 1, 2023 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Librarian	\$81,402	\$152,261	\$68,050	\$127,076
Associate Librarian	\$65,627	\$131,570	\$54,911	\$109,760
Senior Assistant Librarian	\$55,899	\$110,937	\$46,729	\$92,635
Assistant Librarian	\$49,027	\$90,160	\$41,039	\$75,320
	<b>July 1, 2024 Calendar Year</b>		<b>September 1, 2024 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Librarian	\$83,844	\$156,829	\$70,092	\$130,888
Associate Librarian	\$67,596	\$135,517	\$56,558	\$113,053
Senior Assistant Librarian	\$57,899	\$114,265	\$48,396	\$95,414
Assistant Librarian	\$51,027	\$92,865	\$42,706	\$77,580
	<b>July 1, 2025 Calendar Year</b>		<b>September 1, 2025 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Librarian	\$86,359	\$161,534	\$72,194	\$134,815
Associate Librarian	\$69,624	\$139,583	\$58,255	\$116,445
Senior Assistant Librarian	\$59,899	\$117,693	\$50,063	\$98,276
Assistant Librarian	\$53,027	\$95,651	\$44,373	\$79,907

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.

Board of Trustees UUP Salary Resolution  
VI. Other Salaries:

	<b>July 1, 2021 (current salaries) Calendar Year</b>		<b>September 1, 2021 (current salaries) Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Research Associate	\$63,815	\$175,890	\$53,357	\$146,753
Research Associate	\$49,760	\$132,496	\$41,646	\$110,591
Research Assistant	\$40,332	\$110,173	\$33,789	\$91,991
	<b>July 1, 2022 Calendar Year</b>		<b>September 1, 2022 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Research Associate	\$65,091	\$179,408	\$54,424	\$149,688
Research Associate	\$50,755	\$135,146	\$42,479	\$112,803
Research Assistant	\$41,139	\$112,376	\$34,465	\$93,831
	<b>July 1, 2023 Calendar Year</b>		<b>September 1, 2023 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Research Associate	\$67,044	\$184,790	\$56,057	\$154,179
Research Associate	\$52,755	\$139,200	\$44,146	\$116,187
Research Assistant	\$43,139	\$115,747	\$36,132	\$96,646
	<b>July 1, 2024 Calendar Year</b>		<b>September 1, 2024 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Research Associate	\$69,055	\$190,334	\$57,739	\$158,804
Research Associate	\$54,755	\$143,376	\$45,813	\$119,673
Research Assistant	\$45,139	\$119,219	\$37,799	\$99,545
	<b>July 1, 2025 Calendar Year</b>		<b>September 1, 2025 Academic Year</b>	
<b>Salary Level</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Research Associate	\$71,127	\$196,044	\$59,471	\$163,568
Research Associate	\$56,755	\$147,677	\$47,480	\$123,263
Research Assistant	\$47,139	\$122,796	\$39,466	\$102,531

Note: The Schedule of Positions for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.

Board of Trustees UUP Salary Resolution  
VII. House Staff

	<b>July 1, 2021 (current salaries) Downstate and Stony Brook</b>		<b>July 1, 2021 (current salaries) Upstate</b>	
PGY 1	\$64,807		PGY 1	\$56,263
PGY 2	\$69,179		PGY 2	\$60,498
PGY 3	\$73,177		PGY 3	\$63,310
PGY 4	\$77,177		PGY 4	\$65,905
PGY 5	\$81,172		PGY 5	\$68,961
PGY 6	\$85,163		PGY 6	\$71,780
PGY 7	\$94,101		PGY 7	
	<b>July 1, 2022 Downstate and Stony Brook</b>		<b>July 1, 2022 Upstate</b>	
PGY 1	\$66,053		PGY 1	\$57,370
PGY 2	\$70,513		PGY 2	\$61,690
PGY 3	\$74,591		PGY 3	\$64,558
PGY 4	\$78,671		PGY 4	\$67,205
PGY 5	\$82,745		PGY 5	\$70,322
PGY 6	\$86,816		PGY 6	\$73,198
PGY 7	\$95,933		PGY 7	\$76,074
	<b>July 1, 2023 Downstate and Stony Brook</b>		<b>July 1, 2023 Upstate</b>	
PGY 1	\$68,960		PGY 1	\$61,064
PGY 2	\$73,553		PGY 2	\$65,514
PGY 3	\$77,754		PGY 3	\$68,468
PGY 4	\$81,957		PGY 4	\$71,194
PGY 5	\$86,152		PGY 5	\$74,405
PGY 6	\$90,345		PGY 6	\$77,367
PGY 7	\$98,736		PGY 7	\$80,329



## VII. House Staff

	<b>July 1, 2024 Downstate and Stony Brook</b>		<b>July 1, 2024 Upstate</b>
PGY 1	\$70,954		PGY 1 \$64,869
PGY 2	\$75,685		PGY 2 \$69,452
PGY 3	\$80,012		PGY 3 \$72,495
PGY 4	\$84,341		PGY 4 \$75,303
PGY 5	\$88,662		PGY 5 \$78,610
PGY 6	\$92,980		PGY 6 \$81,661
PGY 7	\$101,623		PGY 7 \$84,712

	<b>July 1, 2025 Downstate and Stony Brook</b>		<b>July 1, 2025 Upstate</b>
PGY 1	\$73,008		PGY 1 \$68,788
PGY 2	\$77,881		PGY 2 \$73,509
PGY 3	\$82,337		PGY 3 \$76,643
PGY 4	\$86,796		PGY 4 \$79,535
PGY 5	\$91,247		PGY 5 \$82,941
PGY 6	\$95,694		PGY 6 \$86,084
PGY 7	\$104,597		PGY 7 \$89,226

Current Head Resident Stipend \$1,000  
7/1/23 Head Resident Stipend \$3,000

Current Head Resident Stipend \$500  
7/1/23 Head Resident Stipend \$2,500

Living Allowance Included in above:  
\$2,500 Downstate and Stony Brook

Living Allowance Included in above:  
\$900 at Upstate

Location Pay Downstate Adjustment is  
added in addition to above.

Board of Trustees UUP Salary Resolution  
VIII. Part-time Academic Faculty

<b>July 1, 2022 (current salaries) Academic Year</b>	
	<b>Salary Minimum (per 3 credit course)</b>
University Centers and Health Science Centers	\$3,750
Comprehensive and Technology Colleges	\$3,250
<b>July 1, 2023 Academic Year</b>	
	<b>Salary Minimum (per 3 credit course)</b>
University Centers and Health Science Centers	\$4,000
Comprehensive and Technology Colleges	\$3,500
<b>July 1, 2024 Academic Year</b>	
	<b>Salary Minimum (per 3 credit course)</b>
University Centers and Health Science Centers	\$4,500
Comprehensive and Technology Colleges	\$4,000
<b>July 1, 2025 Academic Year</b>	
	<b>Salary Minimum (per 3 credit course)</b>
University Centers and Health Science Centers	\$5,000
Comprehensive and Technology Colleges	\$4,500
<b>July 1, 2026 Academic Year</b>	
	<b>Salary Minimum (per 3 credit course)</b>
University Centers and Health Science Centers	\$6,000
Comprehensive and Technology Colleges	\$5,500

Finally, this resolution authorizes rulemaking to amend 8 NYCRR Parts 335.11, 335.17, 337.2, 337.7, 337.9, and 337.13 to reflect the updated collective

bargaining agreement provisions related to appointment of employees and leaves of absence for employees in the professional service.