



The State University
of New York

Office of the Chancellor

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MEMORANDUM

August 18, 2026

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, 2026, and ending July 1, 2031.

Action Requested

The proposed resolution would adopt guidelines, authorize across-the-board and discretionary increases as well as certain payments, and set salary schedules for those employees in SUNY's professional service represented by UUP. In addition, the proposed resolution would authorize public rulemaking required to revise the regulations of the State University of New York to comport with provisions of the updated collective bargaining agreement (Agreement) between the State of New York and UUP.

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 an Agreement for the years 2026-2031 for members of the professional services negotiating unit;
and

Whereas revisions of certain provisions of Title 8 of the Official Compilation of Codes, Rules and Regulations of the State of New York (NYCRR) and corresponding provisions of the Policies of the Board of

Trustees must be made to comport with provisions of the collective bargaining agreement; and

Whereas Chapter 129 of the Laws of 2026 was signed by Governor Hochul on June 5, 2026, providing for the implementation of the 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 2026-2031 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Resolved that the salary schedules adopted on September 12, 2023, by Resolution 2023-52 are hereby repealed; and be it further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 2026-2031 for university faculty and professional employees represented by UUP, which reflect 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, and, if no comments are received, a Notice of Adoption, with respect to amending 8 NYCRR 335.11(c)(1) (corresponding to section 2(c)(1) of Title D, of Article XI, of the Policies of the Board of Trustees) regarding qualified academic rank service; amending 8 NYCRR 336.4(b) & 336.6(b) (corresponding to sections 4(b) of Title A, and 2(b) of Title B, of Article XII of the Policies of the Board of Trustees) regarding the definition of effectiveness in teaching

for academic employees in the professional service; amending 8 NYCRR 337.9 (corresponding to Section 3 of Title C, Article XIII) regarding maximum accumulation of sick leave; repealing the existing 8 NYCRR 337.10(e) (corresponding to section 4(e) of Title C, Article XIII of the Policies of the Board of Trustees) regarding return to work from sick leave and adding a new 8 NYCRR 337.10(e); amending 8 NYCRR 337.30(a) & (b) (corresponding to sections 1(a) and (b) of Title G, Article XIII of the Policies of the Board of Trustees) regarding disability leave; renumbering 8 NYCRR 337.36 (corresponding to section 1 of Title K, Article XIII) to 8 NYCRR 337.38; and adopting new parts 8 NYCRR 337.36 & 337.37 (corresponding to Sections 1 and 2(a) and (b) of Title K, Article XIII of the Policies of the Board of Trustees) regarding parenting leaves, along with any additional technical amendments that may be necessary to implement the collective bargaining agreement, to read as follows (brackets denote old material to be deleted; underling denotes new material to be added):

8 NYCRR 335.11 is amended to read as follows:

8 NYCRR 335.11 Eligibility.

(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. Further employment after such three-year term appointment shall be on the basis of a four-year term appointment. 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.

8 NYCRR 336.4 and 336.6 are amended to read as follows:

8 NYCRR 336.4 Criteria. In conducting evaluations pursuant to this Title, the chief administrative officer of the college concerned, or designee, may consider, but shall not be limited to consideration of, the following:

(a) Mastery of subject matter--as demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.

(b) Effectiveness in teaching--as demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, the work of directing or advising students in independent projects, classroom observation, student academic growth, review of course materials by colleagues or administrators, and student reaction, as determined from surveys[,] or interviews[and classroom observation]. Student reaction as determined by surveys shall not be the sole or primary method of evaluation.

8 NYCRR 336.6 Criteria.

Recommendations of academic employees, or their appropriate committees, or other appropriate sources may consider, but shall not be limited to consideration of, the following:

(a) Mastery of subject matter--as demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.

(b) Effectiveness in teaching--as demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, the work of directing or advising students in independent projects, classroom observation, student academic growth, review of course materials by colleagues or administrators, and student reaction, as determined from surveys[,] or interviews[and classroom observation]. Student reaction as determined by surveys shall not be the sole or primary method of evaluation.

8 NYCRR 337.9 is amended to read as follows:

8 NYCRR 337.9 Maximum accumulation.

Accumulation of sick leave credits pursuant to sections 337.7 and 337.8 of this Part shall not exceed [225] 250 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.

8 NYCRR 337.10(e) is repealed and a 8 NYCRR 337.10(e) is added to read as follows:

(e) When an employee who experiences an absence due to a temporary disability seeks to return to work, they may be required to furnish suitable medical evidence from their physician to substantiate fitness for duty. Such evidence shall not be routinely required for absences of four days or less but must include a physician's statement attesting to the employee's fitness and the date on which the physician believes that the employee may return to work. The Chief administrative

officer or designee may require an employee who has been absent due to a temporary disability, prior to and as a condition of the employee's return to work, to be examined, at the expense of the College, by a physician selected by the College, to establish that the employee is no longer disabled and that the employee's return to work will not jeopardize the health of other employees. Such examination may not be regularly required. The employee shall remain in their leave status and may charge any appropriate accruals for their absence. The employee shall also be offered the option of having a UUP representative copied on any correspondence issued by the campus pursuant to this procedure.

1. The campus shall make a reasonable effort to complete the medical examination within twenty (20) working days from the date of which the employee submitted medical documentation. In the event the examination cannot be scheduled within twenty (20) working days, the employee shall be restored to the payroll without charge to accruals for the period of delay between the next working day and the date of the examination performed by the physician selected by the College, if such delay was not occasioned by the employee.
2. If the physician finds the individual fit for duty, the employee shall be returned to duty as of their next regularly scheduled workday
3. If the physician finds that the employee is not fit to return to duty, the employee shall continue in their existing leave status and will not be permitted to return to work. The campus will inform the employee of this determination via regular first class mail and certified mail. Receipt will be the date of the postage of the regular first class mail letter.
4. The employee or their representative shall have twenty (20) working days from receipt of a notice that the employee shall not be permitted to return to work to submit an appeal requesting a hearing to the SUNY Office of Employee Relations with copy to the Chief administrative officer or their designee.
5. As soon as practicable after receipt of the appeal, a hearing officer selected from a negotiated panel or upon the mutual consent of the union and the employer shall review the question of whether the employee is fit to return to duty given the conflicting medical opinions of the employee's physician and the physician selected by the College.
6. The employee shall be entitled to a representative of their choosing to represent them in the hearing. Each party shall be afforded the opportunity to present documentary evidence and live witness

- testimony in support of their position. The hearing officer, once the hearing is convened, shall make a record of the proceeding and issue a report and recommendation to the campus president or designee as to whether the employee was fit to return to duty. The campus president or designee shall consider the entire record and the hearing officer's report and recommendation in rendering a final determination as to whether the employee was fit to return to duty.
7. Should the campus president, or designee, determine that the employee was fit, the employee shall be returned to duty as of their next scheduled workday. The campus president, or designee, shall restore any accruals utilized or compensation lost during the pendency of this appeal process. Such restoration shall be measured from the date the individual received written notice informing them that they would not be permitted to return to work in accordance with 337.10 (e)(3).
 8. If the campus president, or designee, determines upon the conclusion of the appeal process that the employee was not fit, the employee shall remain absent in their current status with the option to charge any appropriate leave credits.
 9. Once an employee has been absent for three (3) years from the date of original absence, they shall be terminated from employment. If the terminated employee's condition improves within two years of being terminated, the employee shall have the right to submit medical documentation to the chief administrative officer demonstrating their fitness for duty. Should the chief administrative officer deem the employee's evidence of fitness sufficient to demonstrate their ability to perform their job, the employee shall be offered special consideration for all prospective job vacancies for which they are qualified and able to perform.

8 NYCRR 337.30 is amended to read as follows:

8 NYCRR 337.30 Disability leave.

(a) Upon being discontinued from service in accordance with provisions of the State University Group Disability Insurance Program, an employee shall be granted a leave without pay for disability and shall be continued on such leave without pay until the disability ceases, the disability benefits would cease under the terms outlined in the Group Long Term Disability Insurance Certificate, regardless of eligibility or death, whichever event occurs first. Notwithstanding the foregoing, after [five] three calendar years on such leave, the employee shall be terminated [an employee shall not have any right or entitlement to be restored

to regular employment status.] If the terminated employee's condition improves within two years of being terminated, the employee shall have the right to submit medical documentation to the Chief administrative officer demonstrating their fitness for duty. Should the Chief administrative officer deem the employee's evidence of fitness sufficient to demonstrate their ability to perform their job, the employee shall be offered special consideration for all prospective job vacancies at the college for which they are qualified and able to perform. An employee who meets the minimum job qualifications and is capable of performing the posted job functions shall be offered an interview. To receive special consideration, an employee must specify that the application is being submitted in accordance with the special consideration procedure. Special consideration shall mean that the employee who applies for a position will be interviewed and either be awarded the job or receive a formal rejection for the job for which they applied prior to the campus considering any other candidate. For purposes of the State University Group Disability Insurance Program, the chief administrative officer may require an employee to be examined by a physician selected by the college at its expense. Determination that a disability exists may be made by the chief administrative officer upon the advice of the college's examining physician. Notwithstanding the failure of an employee to cooperate with the college's examining physician, a determination that a disability exists may be made by the chief administrative officer upon advice of the college's examining physician that there are reasonable grounds to assume that a disability benefit would be payable in accordance with the State University Group Disability Insurance Program. If the chief administrative officer determines, in accordance with the provisions of this section, that a disability exists, the employee must apply for disability benefits under the State University Group Disability Insurance Program. In the event the employee does not apply for disability benefits, the employee shall be placed on disability leave without pay. If, upon a finding that an employee is not disabled, the disability insurance carrier disapproves an employee's application for benefits, the employee shall be restored to regular employment status. Where an employee's physician determines that they are fit for duty and the physician for the College determines that the employee is not fit for duty, the employee shall be entitled to avail themselves of the appeal review procedure set forth under 337.10(e) of this section.

(b) Discontinuation from service of employees not covered by the State University Group Disability Insurance Program. Upon being discontinued from service as a result of a disability which prevents performance of the employee's duties, an employee shall be granted a leave without pay until the disability ceases, the disability benefits would cease under the terms outlined in the Group Long Term Disability Insurance Certificate, regardless of eligibility or death, whichever event occurs first. Notwithstanding the foregoing, after [five] three calendar years on such leave, the employee shall be terminated [an employee shall not have any right or entitlement to be restored to regular employment

status]. If the terminated employee's condition improves within two years of being terminated, the employee shall have the right to submit medical documentation to the Chief administrative officer demonstrating their fitness for duty. Should the Chief administrative officer deem the employee's evidence of fitness sufficient to demonstrate their ability to perform their job, the employee shall be offered special consideration for all prospective job vacancies at the college for which they are qualified and able to perform. An employee who meets the minimum job qualifications and is capable of performing the posted job functions shall be offered an interview. To receive special consideration, an employee must specify that the application is being submitted in accordance with the special consideration procedure. Special consideration shall mean that the employee who applies for a position will be interviewed and either be awarded the job or receive a formal rejection for the job for which they applied prior to the campus considering any other candidate. For purposes of determining the existence of such a disability, the chief administrative officer may require an employee to be examined by a physician selected by the college at its expense. Determination that a disability exists may be made by the chief administrative officer upon the advice of the college's examining physician. Notwithstanding the failure of an employee to cooperate with the college's examining physician, a determination that a disability exists may be made by the chief administrative officer upon advice of the college's examining physician that there are reasonable grounds to assume that a disability exists which would prevent an employee from performing the employee's duties. If the chief administrative officer determines, in accordance with the provisions of this section, that such a disability exists, the employee shall be placed on a disability leave without pay. Where appropriate, the chief administrative officer, after consulting with the college's examining physician, may refer the employee to an employee assistance program or to other service agencies. The employee, however, shall be permitted to use any and all sick leave credits which have been accumulated pursuant to sections 337.7 and 337.8 of this Part and may request additional sick leave pursuant to section 337.11 of this Part. An employee who has been placed on disability leave without pay pursuant to this section may subsequently request to be restored to regular employment status. Such request must be submitted in writing to the chief administrative officer accompanied by suitable medical evidence from the employee's physician that the employee no longer has a disability which would prevent performance of the employee's duties. Following receipt of such submissions, the chief administrative officer may require the employee to be examined by a physician selected by the college at its expense prior to making a determination whether to restore the employee to regular employment status. Upon a finding by the college's examining physician that the employee no longer has a disability which would prevent performance of the employee's duties, the employee shall be restored to regular employment status. Upon a finding by the college's examining physician that the employee continues to have a disability which prevents performance of the employee's duties, the chief administrative

officer may require the employee to be examined by a physician from the New York State Department of Civil Service Employee Health Service at the college's expense prior to making a determination whether to restore the employee to regular employment status. The determination of whether to restore the employment status may be made by the chief administrative officer upon the advice of the physician from the employee health service concerning the existence of a disability which would prevent the employee from performing the employee's duties. Where an employee's physician determines that they are fit for duty and the physician for the College determines that the employee is not fit for duty, the employee shall be entitled to avail themselves of the appeal review procedure set forth under 337.10(e) of this section.

Existing Title K of Part 337 of Title 8 of the NYCRR is Renumbered to Title L as follows:

Title [K]L – Limitations

337.3[6]8 Term appointments.

Nothing contained herein shall be deemed to extend the term of appointment of employees, and all leaves of absence shall, in any event, terminate upon the expiration of such appointment.

A new Title K of Part 337 is added to read as follows:

Title K - Parenting Leaves

337.36 Prenatal Leave.

Effective January 1, 2027, employees shall be entitled to up to twenty (20) hours of Paid Prenatal Leave per calendar year without charge to other accruals. Paid Prenatal Leave may be utilized for the purposes stated in Labor Law 196-b(4). Such leave shall be prorated for part-time employees who earn leave accruals. Employees may use such time in increments of no less than fifteen (15) minutes. Employees must request use of leave for scheduled appointments where the appointment for such leave is known in advance. However, requests for use of such leave shall not be unreasonably denied.

337.37 Paid Parental Leave

(a) Employees not in the Professional Service Negotiating Unit. All unclassified employees who have been designated, stipulated, or excluded from negotiating units as managerial/confidential employees who meet the eligibility criteria shall be covered by the provisions of the New York State Paid Parental Leave benefit. All employees who work full-time or who work at least 50 percent part-time are

for this benefit. Such employees are eligible beginning on their first day of service.

(i) Use of Paid Parental Leave. Employees may take leave, with pay, for up to 12 weeks for each qualifying event, defined as the birth of a child or placement of a child for adoption or foster care. Paid Parental Leave is available for use once every 12-month period. A qualifying event begins the 12-month period. Paid Parental Leave may begin on the date of birth, the day of adoption or foster care placement or anytime thereafter within seven months. An employee's ability to use Paid Parental Leave ends seven months from the date of the qualifying event. If a qualifying event occurred within seven months before the effective date of this resolution, an employee may use Paid Parental Leave, however the employee's use of Paid Parental Leave must end within seven months of the qualifying event. Paid Parental Leave may be used in combination with all other paid and unpaid childcare leave benefits. Paid Family Leave, Income Protection Plan, and usage of accruals cannot run concurrently with Paid Parental Leave and may be taken at the appropriate time in addition to Paid Parental Leave. If both parents are employed by a New York State Agency, both parents may use Paid Parental Leave, even if they work for the same appointing authority. Paid Parental Leave cannot be used intermittently and must be taken in a block of time. Employees do not have to take the full 12 weeks, but once they return from Paid Parental Leave, they can no longer use this leave.

(ii) Status of Employees on Paid Parental Leave. For attendance and leave purposes, employees are deemed to be in leave without pay status while using Paid Parental Leave. They do not earn monthly leave accruals or observe holidays if they are on Paid Parental Leave for the majority of the month. Voluntary Reduction in Work Schedule (VRWS) agreements must be suspended on the first day of the payroll period in which an employee begins their Paid Parental Leave. While using Paid Parental Leave, employees continue to be covered by their existing insurance benefits. Employees continue to have health insurance premiums, retirement contributions, and other payroll deductions withheld from their paycheck. Employees using Paid Parental Leave continue to receive retirement service credit for days while on leave as it is considered full pay status for this purpose. Paid Parental Leave may not be used to extend employment beyond the point it would otherwise end by operation of law, rule, or regulation. In addition, any subsequent program or statutory changes or amendments in eligibility changes or requirements will be applied to all eligible employees.

(b) Employees in the Professional Services Negotiating Unit. Paid Parental Leave will become available to any gestational, non-gestational, adoptive, or foster parent who meets certain eligibility criteria. All other childcare leave benefits, including access to appropriate leave accruals (if any), Family Medical

Leave Act (FMLA), and Paid Family Leave (PFL), remain unchanged and available for use when applicable.

(i) Eligibility. Employees are only eligible for such benefits after six months on the payroll. For an academic employee (or a professional employee with a college year obligation), one semester shall be the equivalent of six months on payroll. A professional employee (or an academic employee whose regular professional obligation, as determined by the campus president, is primarily other than teaching classes) who has completed six months on the payroll and works at least 50% time is eligible. The 50% eligibility threshold for part-time professional employees (or part-time academic employees whose regular professional obligation, as determined by the campus president, is primarily other than teaching classes) shall be determined based on the FTE percentage if paid on an annual salary basis, based on the number of days worked in the prior six months if paid on a bi-weekly, contract, fee, or per-diem basis, or based on the number of hours worked in the prior six months if paid on an hourly basis. A full-time academic employee who has completed one semester on the payroll is eligible. A part-time academic employee who is currently on payroll or assigned to teach, has completed at least one semester teaching six credits or credit equivalences, and who was on the payroll teaching any number of credits or credit equivalents during the semester immediately preceding the need for leave, is eligible. If a part-time academic employee has not taught or is not scheduled to teach at least six credits or credit-equivalents in a semester for more than 18 months after gaining eligibility, they must re-establish eligibility as provided above.

(ii) Use of Paid Parental Leave. Employees may take leave with pay for up to 12 weeks for each qualifying event, defined as the birth of a child or placement of a child for adoption or foster care. Paid Parental Leave is available for use once every 12-month period. A qualifying event begins the 12-month period. Paid Parental Leave may begin on the date of birth, the day of adoption or foster care placement or anytime thereafter within seven months following the date of the qualifying event. An employee's ability to use Paid Parental Leave for a qualifying event ends seven months from the date of the qualifying event. If a qualifying event occurred within seven months before April 11, 2023, an employee may use Paid Parental Leave, however the employee's use of Paid Parental Leave must end within seven months of the qualifying event. Paid Parental Leave may be used in combination with all other paid and unpaid childcare leave benefits. However, Paid Family Leave and usage of accruals cannot run concurrently with Paid Parental Leave and may be taken at the appropriate time in addition to Paid Parental Leave. Eligible employees shall have the option to charge accruals to the extent appropriate and

approved, utilize PFL as appropriate, or utilize Paid Parental Leave as provided herein for bonding with a birth, adoptive, or foster child. Bonding leave absences charged to accrued leave or to PFL will not count against an individual's Paid Parental Leave entitlement but all other rules regarding Paid Parental Leave remain in place when an employee chooses other options. If both parents are employed by the State in units that have Paid Parental Leave, both parents may use Paid Parental Leave. Paid Parental Leave cannot be used intermittently and must be taken in a block of time. Employees do not have to take the full 12 weeks, but once they return from Paid Parental Leave, they can no longer use this leave. For employees working on an academic or college year basis, Paid Parental Leave cannot be used to bridge a period when the employee has no professional obligation such as over the summer (i.e., it cannot be partially used at the end of a spring semester and resumed at the beginning of a fall semester).

(iii) Status of Employees on Paid Parental Leave. For attendance and leave purposes, employees are deemed to be in leave without pay status while using Paid Parental Leave meaning that they do not earn monthly leave accruals or observe holidays, while they are using Paid Parental Leave, if applicable. Voluntary Reduction in Work Schedule (VRWS) agreements must be suspended on the first day of the payroll period in which an employee begins their Paid Parental Leave. For compensation purposes, employees will remain on payroll in full-pay status. While using Paid Parental Leave, employees continue to be covered by their existing insurance benefits and all employer contributions, as appropriate, continue. Employees continue to have the employee share of health insurance premiums, retirement contributions (if any), and other payroll deductions withheld from their paycheck. Employees enrolled in the Employees' Retirement System or the Teachers' Retirement System using Paid Parental Leave continue to receive retirement service credit for days while on leave as it is considered full pay status for this purpose. Time spent on this leave shall not count toward continuing or permanent appointment but cannot constitute a reason, in whole or in part, for denial of continuing or permanent appointment nor shall it be deemed an interruption of otherwise consecutive service. Paid Parental Leave may not be used to extend employment beyond the point it would otherwise end by operation of law, rule, or regulation.

Background

The State of New York and United University Professions (UUP) have reached a collective bargaining agreement for 2026-2031 (the "Agreement"). The

Agreement was ratified by members of UUP on July 27, 2026, and legislation has been signed providing authority for SUNY to implement the changes for employees represented by UUP. In general, the Agreement establishes new minimum salaries for each faculty and professional salary range and approved various other improvements to union member compensation. Approval of maximum salaries is 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:
 - Four and one-half percent (4.5%) effective July 2, 2026,
 - Four percent (4%) effective July 1, 2027,
 - Three and one-half percent (3.5%) effective July 1, 2028,
 - Three percent (3%) effective July 1, 2029, and
 - Three percent (3%) effective July 1, 2030.
- A \$450 lump sum payment added to basic annual salary to full-time incumbents on the payroll on June 30, 2027, and at the time of payment.
- A \$225 lump sum payment to part-time incumbents (not added to basic annual salary) on the payroll on June 30, 2027, and at the time of payment.
- An amount equal to one half percent (0.5%) of the total basic annual salaries on June 30 of each year as follows; 2028, 2029, 2030 and 2031 for distribution by the Board of Trustees in their discretion.
- A \$500 lump sum payment added to basic annual salary to full-time incumbents on the payroll on June 30, 2030, and at the time of payment.
- A \$250 lump sum payment to part-time incumbents (not added to basic annual salary) on the payroll on June 30, 2030, and at the time of payment.
- Commencing July 1, 2027, 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 \$1,250.

- Effective July 1, 2028, this amount shall increase to \$1,500
- Effective July 1, 2029, this amount shall increase to \$1,750.

Note that previously paid employees will only receive the incremental increase each year.

- Commencing July 1, 2027, 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 \$1,150.
 - Effective July 1, 2028, this amount shall be increased to \$1,500.Note that previously paid employees will only receive the incremental increase each year.
- Commencing July 1, 2029, full-time employees who have received an advance in the above categories and who have completed seventeen 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 \$750.
- Commencing April 1, 2027, eligible part-time employees in the professional services unit who have completed at least twelve years of consecutive service at the campus at which they are currently employed, shall receive an annual lump sum payment in the amount of \$500. Such payment shall be in addition to and shall not be a part of an employee's basic annual salary.
- Commencing April 1, 2029, eligible part-time employees in the professional services unit who have completed at least seven years of consecutive service at the campus at which they are currently employed, shall receive an annual lump such payment in the amount of \$500. Such payment shall be in addition to and shall not be a part of an employee's basic annual salary.
- On-Call pay for employees eligible to receive On-Call pay will be:
 - \$9.00 per hour effective July 1, 2028,
 - \$10.00 per hour effective July 1, 2029, and
 - \$11.00 per hour effective July 1, 2030.

- On-Call pay for employees eligible to receive On-Call pay in Long Island and New York City will be:
 - \$11.00 per hour effective July 1, 2028,
 - \$12.00 per hour effective July 1, 2029, and
 - \$13.00 per hour effective July 1, 2030.
- Location stipends for full-time employees in the Downstate region (New York City, Suffolk, Nassau, Rockland, or Westchester counties) will be:
 - \$4,150 effective July 2, 2026,
 - \$5,150 effective July 1, 2027,
 - \$6,150 effective July 1, 2028,
 - \$6,400 effective July 1, 2029, and
 - \$6,650 effective July 1, 2030.
- Location stipends for full-time employees in the Mid-Hudson region (Dutchess, Putnam, Orange and newly added Ulster counties) will be:
 - \$2,150 effective July 2, 2026,
 - \$2,400 effective July 1, 2027,
 - \$2,650 effective July 1, 2028,
 - \$2,800 effective July 1, 2029, and
 - \$2,950 effective July 1, 2030.
- Inconvenience Pay will be increased to \$825 effective July 2, 2026.
- Effective July 2, 2026, Post Graduate Year (PGY) Salary Schedules for Medical Residents and Fellows will also be incremented for a living allowance increase of \$500 Downstate and \$100 Upstate, a \$1,500 increase to the housing allowance, and a head resident stipend increase of \$1,000 Downstate and \$500 Upstate.
- A Higher Education Differential of \$600 annually for eligible full-time employees and \$300 annually for eligible part-time employees of at least 0.5 percent Full-Time Equivalent (FTE) who possess a Master's degree or equivalent will be paid effective July 1, 2027, through July 1, 2031.

Finally, this resolution authorizes rulemaking to amend 8 NYCRR Parts 335.11, 336.4, 336.6, 337.9, 337.10, and 337.30; to renumber Part 337.36 to 337.38; and to add new Parts 337.36 and 337.37; to reflect the updated collective bargaining agreement provisions related to appointment of employees and leaves of absence for employees in the unclassified service.

**SUNY Guidelines for Discretionary Salary Increases for UUP Members
August 18, 2026**

General Provisions:

The agreement between the State of New York and United University Professions provides for a lump sum payment in the amount of \$450 added to basic annual salary to full-time incumbents on the payroll on June 30, 2027, and at the time of payment. This amount shall be a \$225 lump sum payment for part-time incumbents on the payroll on June 30, 2027, and at the time of payment, according to the terms of the agreement.

The agreement between the State of New York and UUP provides for the distribution of four pools of funds, each equal to one-half percent (0.5%) of the total basic annual salaries on June 30, 2028, 2029, 2030 and 2031 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, 2028, 2029, 2030 and 2031 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, 2028, June 30, 2029, June 30, 2030, and June 30, 2031, 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, 2028, June 30, 2029, June 30, 2030, and June 30, 2031, shall be eligible for discretionary increases for work performed in 2027/2028, 2028/2029, 2029/2030 or 2030/2031, 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 Resources Classification and Compensation Office, including the rationale and documentation supporting the exception including a market salary analysis where required.

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 including a market salary analysis, 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

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

	July 1, 2026 College Year			July 1, 2026 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
6	\$82,619	\$147,861		\$98,763	\$177,180
5	\$67,600	\$125,265		\$80,827	\$150,073
4	\$56,388	\$107,551		\$67,375	\$128,810
3	\$50,584	\$94,261		\$60,245	\$112,863
2	\$45,452	\$83,188		\$54,090	\$99,577
1	\$40,324	\$72,114		\$47,936	\$86,290

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

	July 1, 2027 College Year			July 1, 2027 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
6	\$85,924	\$153,775		\$102,714	\$184,267
5	\$70,304	\$130,276		\$84,060	\$156,076
4	\$58,644	\$111,853		\$70,070	\$133,962
3	\$52,607	\$98,031		\$62,655	\$117,378
2	\$47,270	\$86,516		\$56,254	\$103,560
1	\$41,937	\$74,999		\$49,853	\$89,742
	July 1, 2028 College Year			July 1, 2028 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
6	\$88,931	\$159,157		\$106,309	\$190,716
5	\$72,765	\$134,836		\$87,002	\$161,539
4	\$60,697	\$115,768		\$72,522	\$138,651
3	\$54,448	\$101,462		\$64,848	\$121,486
2	\$48,924	\$89,544		\$58,223	\$107,185
1	\$43,405	\$77,624		\$51,598	\$92,883
	July 1, 2029 College Year			July 1, 2029 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
6	\$91,599	\$163,932		\$109,498	\$196,437
5	\$74,948	\$138,881		\$89,612	\$166,385
4	\$62,518	\$119,241		\$74,698	\$142,811
3	\$56,081	\$104,506		\$66,793	\$125,131
2	\$50,392	\$92,230		\$59,970	\$110,401
1	\$44,707	\$79,953		\$53,146	\$95,669

	July 1, 2030 College Year			July 1, 2030 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
6	\$94,347	\$168,850		\$112,783	\$202,330
5	\$77,196	\$143,047		\$92,300	\$171,377
4	\$64,394	\$122,818		\$76,939	\$147,095
3	\$57,763	\$107,641		\$68,797	\$128,885
2	\$51,904	\$94,997		\$61,769	\$113,713
1	\$46,048	\$82,352		\$54,740	\$98,539

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

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

	September 1, 2025 (current salaries) Academic Year			July 1, 2025 (current salaries) Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$229,511		\$0	\$273,571
Professor	\$72,194	\$189,457		\$86,359	\$226,840
Associate Professor	\$58,255	\$142,725		\$69,624	\$169,428
Assistant Professor	\$50,063	\$118,687		\$59,899	\$142,725
Lecturer	\$50,063	\$118,687		\$59,899	\$142,725
Instructor	\$44,373	\$82,640		\$53,027	\$98,662
	September 1, 2026 Academic Year			July 1, 2026 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$239,839		\$0	\$285,882
Professor	\$75,443	\$197,983		\$90,245	\$237,048
Associate Professor	\$60,876	\$149,148		\$72,757	\$177,052
Advanced Senior Lecturer	\$59,565	\$142,956		\$71,478	\$171,547
Senior Lecturer	\$55,385	\$131,816		\$66,462	\$158,180
Assistant Professor	\$52,838	\$124,028		\$63,117	\$149,148
Lecturer	\$52,838	\$124,028		\$63,117	\$149,148
Instructor	\$46,892	\$86,359		\$55,936	\$103,102
	September 1, 2027 Academic Year			July 1, 2027 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$249,433		\$0	\$297,317
Professor	\$78,461	\$205,902		\$93,855	\$246,530
Associate Professor	\$63,311	\$155,114		\$75,667	\$184,134
Advanced Senior Lecturer	\$61,948	\$148,674		\$74,337	\$178,409
Senior Lecturer	\$57,600	\$137,089		\$69,120	\$164,507
Assistant Professor	\$54,952	\$128,989		\$65,642	\$155,114
Lecturer	\$54,952	\$128,989		\$65,642	\$155,114
Instructor	\$48,768	\$89,813		\$58,173	\$107,226

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

	September 1, 2028 Academic Year			July 1, 2028 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$258,163		\$0	\$307,723
Professor	\$81,207	\$213,109		\$97,140	\$255,159
Associate Professor	\$65,527	\$160,543		\$78,315	\$190,579
Advanced Senior Lecturer	\$64,116	\$153,878		\$76,939	\$184,653
Senior Lecturer	\$59,616	\$141,887		\$71,539	\$170,265
Assistant Professor	\$56,875	\$133,504		\$67,939	\$160,543
Lecturer	\$56,875	\$133,504		\$67,939	\$160,543
Instructor	\$50,475	\$92,956		\$60,209	\$110,979
	September 1, 2029 Academic Year			July 1, 2029 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$265,908		\$0	\$316,955
Professor	\$83,643	\$219,502		\$100,054	\$262,814
Associate Professor	\$67,493	\$165,359		\$80,664	\$196,296
Advanced Senior Lecturer	\$66,039	\$158,494		\$79,247	\$190,193
Senior Lecturer	\$61,404	\$146,144		\$73,685	\$175,373
Assistant Professor	\$58,581	\$137,509		\$69,977	\$165,359
Lecturer	\$58,581	\$137,509		\$69,977	\$165,359
Instructor	\$51,989	\$95,745		\$62,015	\$114,308
	September 1, 2030 Academic Year			July 1, 2030 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Leading Professor	\$0	\$273,885		\$0	\$326,464
Professor	\$86,152	\$226,087		\$103,056	\$270,698
Associate Professor	\$69,518	\$170,320		\$83,084	\$202,185
Advanced Senior Lecturer	\$68,020	\$163,249		\$81,624	\$195,899
Senior Lecturer	\$63,246	\$150,528		\$75,896	\$180,634
Assistant Professor	\$60,338	\$141,634		\$72,076	\$170,320
Lecturer	\$60,338	\$141,634		\$72,076	\$170,320
Instructor	\$53,549	\$98,617		\$63,875	\$117,737

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

Board of Trustees UUP Salary Resolution

Faculty Salary Schedule

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

	July 1, 2025 (current salaries) Calendar Year	
Salary Level	Minimum	Maximum
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
	July 1, 2026 Calendar Year	
Salary Level	Minimum	Maximum
Professor & Chairman (Med)	\$0	\$299,608
Professor (HS)	\$90,245	\$280,563
Associate Professor (HS)	\$72,757	\$259,930
Advanced Senior Lecturer (HS)	\$71,478	\$256,606
Senior Lecturer (HS)	\$66,462	\$240,688
Assistant Professor (HS)	\$63,117	\$229,780
Lecturer (HS)	\$63,117	\$229,780
Instructor	\$55,936	\$202,797
Assistant Instructor	\$0	\$132,967
	July 1, 2027 Calendar Year	
Salary Level	Minimum	Maximum
Professor & Chairman (Med)	\$0	\$311,592
Professor (HS)	\$93,855	\$291,786
Associate Professor (HS)	\$75,667	\$270,327
Advanced Senior Lecturer (HS)	\$74,337	\$266,870
Senior Lecturer (HS)	\$69,120	\$250,316
Assistant Professor (HS)	\$65,642	\$238,971
Lecturer (HS)	\$65,642	\$238,971
Instructor	\$58,173	\$210,909
Assistant Instructor	\$0	\$138,286

Board of Trustees UUP Salary Resolution

Faculty Salary Schedule

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

	July 1, 2028 Calendar Year	
Salary Level	Minimum	Maximum
Professor & Chairman (Med)	\$0	\$322,498
Professor (HS)	\$97,140	\$301,999
Associate Professor (HS)	\$78,315	\$279,788
Advanced Senior Lecturer (HS)	\$76,939	\$276,210
Senior Lecturer (HS)	\$71,539	\$259,077
Assistant Professor (HS)	\$67,939	\$247,335
Lecturer (HS)	\$67,939	\$247,335
Instructor	\$60,209	\$218,291
Assistant Instructor	\$0	\$143,126
	July 1, 2029 Calendar Year	
Salary Level	Minimum	Maximum
Professor & Chairman (Med)	\$0	\$332,173
Professor (HS)	\$100,054	\$311,059
Associate Professor (HS)	\$80,664	\$288,182
Advanced Senior Lecturer (HS)	\$79,247	\$284,496
Senior Lecturer (HS)	\$73,685	\$266,849
Assistant Professor (HS)	\$69,977	\$254,755
Lecturer (HS)	\$69,977	\$254,755
Instructor	\$62,015	\$224,840
Assistant Instructor	\$0	\$147,420
	July 1, 2030 Academic Year	
Salary Level	Minimum	Maximum
Professor & Chairman (Med)	\$0	\$342,138
Professor (HS)	\$103,056	\$320,391
Associate Professor (HS)	\$83,084	\$296,827
Advanced Senior Lecturer (HS)	\$81,624	\$293,031
Senior Lecturer (HS)	\$75,896	\$274,854
Assistant Professor (HS)	\$72,076	\$262,398
Lecturer (HS)	\$72,076	\$262,398
Instructor	\$63,875	\$231,585
Assistant Instructor	\$0	\$151,843

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

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

	September 1, 2025 (current salaries) Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$86,359	\$212,150
Associate Professor Law	\$69,624	\$154,737
Assistant Professor Law	\$59,899	\$133,372
	September 1, 2026 Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$90,245	\$221,697
Associate Professor Law	\$72,757	\$161,700
Assistant Professor Law	\$63,117	\$139,374
	September 1, 2027 Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$93,855	\$230,565
Associate Professor Law	\$75,667	\$168,168
Assistant Professor Law	\$65,642	\$144,949
	September 1, 2028 Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$97,140	\$238,635
Associate Professor Law	\$78,315	\$174,054
Assistant Professor Law	\$67,939	\$150,022

Board of Trustees UUP Salary Resolution

Faculty Salary Schedule

IV. Academic Ranks (Law) Buffalo Center Only (Continued)

	September 1, 2029 Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$100,054	\$245,794
Associate Professor Law	\$80,664	\$179,276
Assistant Professor Law	\$69,977	\$154,523
	September 1, 2030 Academic Year	
Salary Level	Minimum	Maximum
Professor Law	\$103,056	\$253,168
Associate Professor Law	\$83,084	\$184,654
Assistant Professor Law	\$72,076	\$159,159

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

Board of Trustees UUP Salary Resolution
V. Librarian Ranks:

	September 1, 2025 (current salaries) Academic Year			July 1, 2025 (current salaries) Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$72,194	\$134,815		\$86,359	\$161,534
Associate Librarian	\$58,255	\$116,445		\$69,624	\$139,583
Senior Assistant Librarian	\$50,063	\$98,276		\$59,899	\$117,693
Assistant Librarian	\$44,373	\$79,907		\$53,027	\$95,651
	September 1, 2026 Academic Year			July 1, 2026 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$75,443	\$140,882		\$90,245	\$168,803
Associate Librarian	\$60,876	\$121,685		\$72,757	\$145,864
Senior Assistant Librarian	\$52,838	\$102,698		\$63,117	\$122,989
Assistant Librarian	\$46,892	\$83,503		\$55,936	\$99,955
	September 1, 2027 Academic Year			July 1, 2027 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$78,461	\$146,517		\$93,855	\$175,555
Associate Librarian	\$63,311	\$126,552		\$75,667	\$151,699
Senior Assistant Librarian	\$54,952	\$106,806		\$65,642	\$127,909
Assistant Librarian	\$48,768	\$86,843		\$58,173	\$103,953
	September 1, 2028 Academic Year			July 1, 2028 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$81,207	\$151,645		\$97,140	\$181,699
Associate Librarian	\$65,527	\$130,981		\$78,315	\$157,008
Senior Assistant Librarian	\$56,875	\$110,544		\$67,939	\$132,386
Assistant Librarian	\$50,475	\$89,883		\$60,209	\$107,591

Board of Trustees UUP Salary Resolution
V. Librarian Ranks:

	September 1, 2029 Academic Year			July 1, 2029 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$83,643	\$156,194		\$100,054	\$187,150
Associate Librarian	\$67,493	\$134,910		\$80,664	\$161,718
Senior Assistant Librarian	\$58,581	\$113,860		\$69,977	\$136,358
Assistant Librarian	\$51,989	\$92,579		\$62,015	\$110,819
	September 1, 2030 Academic Year			July 1, 2030 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Librarian	\$86,152	\$160,880		\$103,056	\$192,765
Associate Librarian	\$69,518	\$138,957		\$83,084	\$166,570
Senior Assistant Librarian	\$60,338	\$117,276		\$72,076	\$140,449
Assistant Librarian	\$53,549	\$95,356		\$63,875	\$114,144

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

Board of Trustees UUP Salary Resolution
VI. Other Salaries:

	September 1, 2025 (current salaries) Academic Year			July 1, 2025 (current salaries) Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$59,471	\$163,568		\$71,127	\$196,044
Research Associate	\$47,480	\$123,263		\$56,755	\$147,677
Research Assistant	\$39,466	\$102,531		\$47,139	\$122,796
	September 1, 2026 Academic Year			July 1, 2026 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$62,147	\$170,929		\$74,328	\$204,866
Research Associate	\$50,139	\$128,810		\$59,831	\$154,322
Research Assistant	\$41,764	\$107,145		\$49,783	\$128,322
	September 1, 2027 Academic Year			July 1, 2027 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$64,633	\$177,766		\$77,301	\$213,061
Research Associate	\$52,145	\$133,962		\$62,224	\$160,495
Research Assistant	\$43,435	\$111,431		\$51,774	\$133,455
	September 1, 2028 Academic Year			July 1, 2028 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$66,895	\$183,988		\$80,007	\$220,518
Research Associate	\$53,970	\$138,651		\$64,402	\$166,112
Research Assistant	\$44,955	\$115,331		\$53,586	\$138,126
	September 1, 2029 Academic Year			July 1, 2029 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$68,902	\$189,508		\$82,407	\$227,134
Research Associate	\$55,589	\$142,811		\$66,334	\$171,095
Research Assistant	\$46,304	\$118,791		\$55,194	\$142,270
	September 1, 2030 Academic Year			July 1, 2030 Calendar Year	
Salary Level	Minimum	Maximum		Minimum	Maximum
Senior Research Associate	\$70,969	\$195,193		\$84,879	\$233,948
Research Associate	\$57,257	\$147,095		\$68,324	\$176,228
Research Assistant	\$47,693	\$122,355		\$56,850	\$146,538

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

Board of Trustees UUP Salary Resolution
VII. House Staff

July 1, 2025 (current salaries) Downstate and Stony Brook			July 1, 2025 (current salaries) Upstate	
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

	July 1, 2026 Downstate and Stony Brook			July 1, 2026 Upstate	
	Base	Housing Allowance		Base	Housing Allowance
PGY 1	\$73,681	\$4,500		\$70,943	\$2,500
PGY 2	\$78,773	\$4,500		\$75,876	\$2,500
PGY 3	\$83,430	\$4,500		\$79,151	\$2,500
PGY 4	\$88,089	\$4,500		\$82,174	\$2,500
PGY 5	\$92,741	\$4,500		\$85,733	\$2,500
PGY 6	\$97,388	\$4,500		\$89,017	\$2,500
PGY 7	\$106,691	\$4,500		\$92,301	\$2,500
	July 1, 2027 Downstate and Stony Brook			July 1, 2027 Upstate	
	Base	Housing Allowance		Base	Housing Allowance
PGY 1	\$76,628	\$4,500		\$73,781	\$2,500
PGY 2	\$81,924	\$4,500		\$78,911	\$2,500
PGY 3	\$86,767	\$4,500		\$82,317	\$2,500
PGY 4	\$91,613	\$4,500		\$85,461	\$2,500
PGY 5	\$96,451	\$4,500		\$89,162	\$2,500
PGY 6	\$101,284	\$4,500		\$92,578	\$2,500
PGY 7	\$110,959	\$4,500		\$95,993	\$2,500

Board of Trustees UUP Salary Resolution
VII. House Staff

	July 1, 2028 Downstate and Stony Brook			July 1, 2028 Upstate	
	Base	Housing Allowance		Base	Housing Allowance
PGY 1	\$79,310	\$4,500		\$76,363	\$2,500
PGY 2	\$84,791	\$4,500		\$81,673	\$2,500
PGY 3	\$89,804	\$4,500		\$85,198	\$2,500
PGY 4	\$94,819	\$4,500		\$88,452	\$2,500
PGY 5	\$99,827	\$4,500		\$92,283	\$2,500
PGY 6	\$104,829	\$4,500		\$95,818	\$2,500
PGY 7	\$114,843	\$4,500		\$99,353	\$2,500
	July 1, 2029 Downstate and Stony Brook			July 1, 2029 Upstate	
	Base	Housing Allowance		Base	Housing Allowance
PGY 1	\$81,689	\$4,500		\$78,654	\$2,500
PGY 2	\$87,335	\$4,500		\$84,123	\$2,500
PGY 3	\$92,498	\$4,500		\$87,754	\$2,500
PGY 4	\$97,664	\$4,500		\$91,106	\$2,500
PGY 5	\$102,822	\$4,500		\$95,051	\$2,500
PGY 6	\$107,974	\$4,500		\$98,693	\$2,500
PGY 7	\$118,288	\$4,500		\$102,334	\$2,500
	July 1, 2030 Downstate and Stony Brook			July 1, 2030 Upstate	
	Base	Housing Allowance		Base	Housing Allowance
PGY 1	\$84,140	\$4,500		\$81,014	\$2,500
PGY 2	\$89,955	\$4,500		\$86,647	\$2,500
PGY 3	\$95,273	\$4,500		\$90,387	\$2,500
PGY 4	\$100,594	\$4,500		\$93,839	\$2,500
PGY 5	\$105,907	\$4,500		\$97,903	\$2,500
PGY 6	\$111,213	\$4,500		\$101,654	\$2,500
PGY 7	\$121,837	\$4,500		\$105,404	\$2,500

Downstate and Stony Brook
Head Resident Stipend \$4,000
Location Pay is added in addition to the Above

Upstate
Head Resident Stipend \$3,000

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

July 1, 2026 (current salaries) Academic Year	
	Salary Minimum (per 3 credit course)
University Centers and Health Science Centers	\$6,000
Comprehensive and Technology Colleges	\$5,500
July 1, 2027 Academic Year	
	Salary Minimum (per 3 credit course)
University Centers and Health Science Centers	\$6,250
Comprehensive and Technology Colleges	\$5,750
July 1, 2028 Academic Year	
	Salary Minimum (per 3 credit course)
University Centers and Health Science Centers	\$6,500
Comprehensive and Technology Colleges	\$6,000
July 1, 2029 Academic Year	
	Salary Minimum (per 3 credit course)
University Centers and Health Science Centers	\$6,750
Comprehensive and Technology Colleges	\$6,250
July 1, 2030 Academic Year	
	Salary Minimum (per 3 credit course)
University Centers and Health Science Centers	\$7,000
Comprehensive and Technology Colleges	\$6,500