



OFFICE OF SYSTEMWIDE ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

May 14, 2025

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
LABORATORY DIRECTOR WITHERELL
VICE PRESIDENT HUMISTON**

RE: 2025-26 Salary Scales for Represented Academic Appointees

Dear Colleagues:

Salary scales for represented academic appointees are set by the terms of their Collective Bargaining Agreements (CBA) and will be issued separately from policy-covered academic appointee salary scales this year.

Non-Senate Instructional Unit. In accordance with the contractual agreement between the University Council-American Federation of Teachers (UC-AFT) and the University of California, the 2025-26 salary scales for the Non-Senate Instructional Unit IX (Unit 18) titles will be adjusted by a general range adjustment of 4.0% with an effective date of July 1, 2025.

- Unit 18 Faculty, Lecturer – Tables 15 – 16
- Unit 18 Faculty, Supervisor of Teacher Education – Tables 32 – 33

Positions and/or titles paid on a “By Agreement” basis may continue to be paid on a “By Agreement” basis insofar as the amount paid to each “By Agreement” Unit 18 faculty is at or above the minimum of the salary range for that position. Salary increases, if any, for bargaining unit members at the UCLA Lab School, UCLA Geffen Academy, and the UCSD Preuss School are subject to separate local negotiations and agreements.

Professional Librarian Unit. In accordance with the contractual agreement between the UC-AFT and the University of California, the 2025-26 salary scales for the Professional Librarian Unit LX titles will be adjusted by a general range adjustment of 3.5% with effective dates of July 1, 2025, for monthly paid appointees, and July 6, 2025, for biweekly paid appointees.

- Represented Librarian Series – Table 26-B (exempt); Table 26-B(N) (non-exempt)

Academic Researchers Unit. In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and the University of California, the 2025-26 salary scales for the Academic Researchers Unit RA titles will be adjusted by a general range adjustment of 3.5% with effective dates of July 1, 2025, for monthly paid appointees, and July 6, 2025, for biweekly paid appointees.

- Represented Professional Research Series – Tables 13-B and 14-B (exempt); Tables 13-B(N) and 14-B(N) (non-exempt)
- Represented Specialist Series – Table 24-B (exempt); Table 24-B(N) (non-exempt)
- Represented Coordinators of Public Programs – Table 30-B (exempt); Table 30-B(N) (non-exempt)
- Represented Project (e.g., Scientist) Series – Tables 37-B and 38-B (exempt); Tables 37-B(N) and 38-B(N) (non-exempt)

Postdoctoral Scholars Unit. In accordance with the contractual agreement between the UAW and the University of California, the 2025-26 salary scales for the Postdoctoral Scholar Unit PX titles will be adjusted by a general range adjustment of 3.5% with an effective date of October 1, 2025, for monthly paid appointees, and October 12, 2025, for biweekly paid appointees.

- Postdoctoral Scholar Experience-Based Salary/Stipend Minimum – Table 23 (exempt); Table 23N (non-exempt)

Academic Student Employee Unit. In accordance with the contractual agreement between the UAW and the University of California, the 2025-26 salary scales for the Academic Student Employees Unit BX titles will be adjusted by a general range adjustment of 4.0%. The scales have an effective date of October 1, 2025, for monthly paid employees, and the first pay period commencing after October 1, 2025, for biweekly paid appointees.

- Student Titles, Teaching Assistant and Equivalent, Other – Table 18
- Student Titles, Associate – Table 19
- Student Titles, Remedial Tutor – Table 20

Graduate Student Researchers Unit. In accordance with the contractual agreement between the UAW and the University of California, the 2025-26 salary scales for the Graduate Student Researchers Unit BR titles will be adjusted by a general range adjustment of 4.0%. The scales have an effective date of October 1, 2025, for monthly paid employees, and the first pay period commencing after October 1, 2025, for biweekly paid appointees.

- Student Titles, Graduate Student Researcher – Table 22

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The salary scales are available online on the [Systemwide Academic Personnel website](#).

If you have questions, please email Director Jean Chin at Jean.Chin@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel

cc: President Drake

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