ARTICLE X
Salary

X.1 Bargaining unit members will participate in direct deposit of net pay into a US-based bank. Using electronic means, the University will deposit net pay and other reimbursements into employee-designated financial accounts.

X.2 Salary Minimums
During the term of this Agreement, the following salary minimums will apply ~~for~~ to bargaining unit members during their Appointments. Consistent with the term of this Agreement, these salary minimums are effective from the beginning of the first full payroll period in July 2024. Nothing precludes the University from providing compensation to an employee at rates above those required in the Article in its sole discretion. If the university raises rates in its sole discretion, such raises shall not be subject to a union grievance. No bargaining unit member shall receive an increase of less than 12.5% on the first full payroll period in July 2024.

Fiscal Year 2025: minimums.

Minimums	UAF	UAA	UAS
Master’s student	~~$21.53/hourly equivalent~~ $31.42/hourly equivalent	~~$21.53/hourly equivalent~~ $31.42/hourly equivalent	~~$21.53/hourly equivalent~~ $31.42/hourly equivalent
Ph.D. student, before advancement to candidacy, no prior Master's degree	~~$21.53/hourly equivalent~~ $37.40/hourly equivalent	~~$25.63/hourly equivalent~~ $37.40/hourly equivalent	~~$21.53/hourly equivalent~~ $37.40/hourly equivalent
Ph.D. student, before advancement to candidacy, with prior Master's degree	~~$23.06/hourly equivalent~~ $37.40/hourly equivalent	~~$25.63/hourly equivalent~~ $37.40/hourly equivalent	~~$23.06/hourly equivalent~~ $37.40/hourly equivalent
Ph.D. student, after advancement to candidacy	~~$24.60/hourly equivalent~~ $37.40/hourly equivalent	~~$25.63/hourly equivalent~~ $37.40/hourly equivalent	~~$24.60/hourly equivalent~~ $37.40/hourly equivalent

X.3 Bargaining unit members who are compensated on an hourly basis (e.g. SN/ST), and who are included in the bargaining unit, shall be paid according to the table in X.2. ~~to University of Alaska Board of Regents' Policy and University Regulation.~~

~~● Fiscal Year 2025: salary minimums for bargaining unit members in the SN/ST class will increase by two point five percent (2.5%).~~

~~● Fiscal Year 2026: salary minimums for bargaining unit members in the SN/ST class will increase by two point seven five percent (2.75%).~~

~~● Fiscal Year 2027: salary minimums for bargaining unit members in the SN/ST class will increase by two point zero percent (2.0%).~~

~~X.4 Fellows/Graduate students receiving a Fellowship funded directly by a non-University of Alaska entity/funding source will have their compensation set by the terms of their specific Fellowship.~~

X.4 Beginning in the first full payroll period in July of each subsequent year of the agreement, the salary minimums in Table 1 shall increase by 4.0% or the Consumer Price Index for Wage Earners and Clerical Workers, whichever is greater.

X.5 Beginning in the first full payroll period in July of each subsequent year of the agreement, the pay of all bargaining unit members paid above the salary minimums shall increase by the same percentage as the salary minimums.