FY26 Finalized Salary Floors and Communication History

** The salary floors listed below are effective October 6, 2025, and supersede the preliminary salary floors communicated on May 23. The salary floors listed in this chart are 12-month amounts and should be adjusted for 9-month appointments. These floors do not apply to UEA contract faculty or faculty within the University of Minnesota Medical School.*

Employee Group	**Job Title**	**FY25 Minimum Rate or Floor** (12-month)	**Preliminary Floors** (Communicated May 23)	**FY26 Finalized Minimum Rate or Floor *** (12-month)
P&A	Teaching Specialists and Lecturers *(paid per credit hour or per course)*	None	Forthcoming	Implement a minimum per credit-hour rate of $1,200
P&A	Teaching Specialists *(salaried)*	$41,600	Forthcoming	$53,000
P&A	Senior Teaching Specialists *(salaried)*	$41,600	Forthcoming	$57,000
P&A	Lecturers *(salaried)*	$44,156	Forthcoming	$58,500
P&A	Senior Lecturers *(salaried)*	$44,156	Forthcoming	$64,000
P&A	Research Job Family employees in levels 5-7	Pay above salary range minimum	Pay above salary range minimum. If possible, bring rates to $61,008 or higher.	Pay above salary range minimum. If possible, bring rates to $65,000 or higher.
Faculty	Instructors - Tenure-system and Contract/Term *(salaried)*	$51,178	$61,008	$64,000
Faculty	Assistant, Associate and Full Professors - Contract/Term *(salaried)*	$51,178	$61,008	$70,500
Faculty	Assistant, Associate and Full Professors - Tenure-system *(salaried)*	$51,178	$61,008	$74,000

Employee Group	Job Title	FY25 Minimum Rate or Floor (12-month)	Preliminary Floors (Communicated May 23)	FY26 Finalized Minimum Rate or Floor * (12-month)
Civil Service	Increase Civil Service salaries above $22.25/hour	$21.60/hour	$22.25/hour where possible	$22.25/hour where possible
Civil Service	Civil Service Supervisors paid above direct reports	N/A	Increase pay for supervisors earning less than their direct reports where possible.	Increase pay for supervisors earning less than their direct reports where possible.

The following positions have salary floors, rather than salary range minimums, midpoints, and maximums. Employees in appointments in the job codes listed below must be paid at or above the appropriate salary floor **effective July 14, 2025**. Salary floors are based on a 100-percent-time appointment and should be pro-rated accordingly for appointments less than 100 percent time.

Job Classification Title and Job Code	Floor (12 month)
• Head Coach (9791) • Coach (9792) • Assistant Coach (9793) • Athletic Trainer (9794) • Assistant Athletic Trainer (9795)	$45,481
• Research Specialist (9755)	$42,848

Professionals in Training - FY26 Salary Ranges

Salaries ranges are based on a 100-percent-time appointment and should be prorated accordingly for appointments less than 100 percent time.

Job Classification Title and Job Code	A-term (12 month)	Hourly Rates
• Professional Program Asst. (9535) • Dental Fellow (9553) • Chief Dental Fellow Specialist (9552CR) • Chief Dental Fellow (9553CR)	$47,507.20-$75,566.40	$22.84-$36.33