

2025-26 Academic Salary Program

- I. Per the 2025-26 Academic Salary Program, the salary scales for policy covered academics will be increased by the general range adjustment of approximately **3.2%** (subject to rounding per policy). The eligible salary scales used by UC ANR are as follows:

- [Cooperative Extension Advisor Series](#)
- [Specialist in Cooperative Extension Series](#)
- [Academic Administrator Series](#)
- Academic Coordinator Series ([Level I](#), [Level II](#), and [Level III](#))
- [Non-represented Project \(e.g. Scientist\) Series](#)
- [Non-represented Specialist Series \(non-CE\)](#)

II. **Eligible academics will receive applicable percent increase to base pay**

- Effective: July 6th biweekly (BW) and July 1st monthly paid (MO)
- Pay Dates: July 30th biweekly (BW) and August 1st monthly paid (MO)

- **Eligible Academics:**

1. Academics who are on active pay status as of the effective date of July 6, 2025, biweekly and July 1, 2025 for monthly paid academics.

AND

On active pay status on the payout date as of July 30, 2025, for biweekly paid academics and August 1, 2025, for monthly paid academics

2. If on unpaid approved leave status, the increase will be implemented upon return to active pay status.

III. **Ineligible Employees:**

- Employees who separate from the University on or before the pay-out date.

IV. **Academic Advancement Process:**

- The regular peer-review merit and promotion advancement process will continue per academic personnel policy and Academic Research Unit (RA) collective bargaining agreement.

Please note that this increase does not apply to represented employees and academic personnel who are receiving separate increases in accordance with applicable collective bargaining agreements.

Questions about eligibility, pay dates, increase amounts, etc. should be directed to humanresources@ucanr.edu