

A MASTER AGREEMENT
BETWEEN THE BOARD OF REGENTS, STATE OF IOWA

THE UNI-UNITED FACULTY

July 1, 2025 - June 30, 2027

PREAMBLE

WHEREAS, the Board of Regents, State of Iowa, and the United Faculty have reached certain understandings, which they desire to confirm in this Agreement, it is agreed as follows:

ARTICLE ONE

BASE WAGES

Section 1.0 2025-2026 Salaries

Effective with the 2025-2026 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by three percent (3%).

Section 1.1 2026-2027 Salaries

Effective with the 2026-2027 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by three percent (3%).

Section 1.2 Temporary (Adjunct) Salaries

Temporary (Adjunct) faculty shall be paid at a rate of no less than one thousand nine hundred and three dollars (\$1,903) per credit hour for the 2025-2026 appointment year and no less than one thousand nine hundred and sixty dollars (\$1,960) per credit hour for the 2026-2027 appointment year.

ARTICLE TWO

SALARY INCREASES FOR NON-TEMPORARY FACULTY

Section 2.0 2025-2026 Salary Increases for Non-Temporary Faculty.

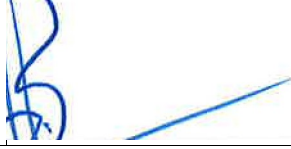
Effective July 1, 2025, UNI shall establish a salary increase fund equal to three percent (3%) of the total amount of the total base pay of all non-temporary faculty who were employed on April 30, 2025. During the 2025-2026 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across the board increase (which shall be based on the individual faculty member's 2024-2025 total base pay), twenty percent (20%) as an incremental increase (which shall be based on the average 2024-2025 total base pay of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

Section 2.1 2026-2027 Salary Increases for Non-Temporary Faculty

Effective July 1, 2026, UNI shall establish a salary increase fund equal to three percent (3%) of the total amount of the total base pay of all non-temporary faculty who were employed on April 30, 2026. During the 2026-2027 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2025-2026 total base pay), twenty percent (20%) as an incremental increase (which shall be based on the average 2025-2026 total base pay of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

This Agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2027.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon, all on the _____ day of 2025.



Execu v Director
Board f Agents, State of Iowa

Christopher Martin

President
United Faculty

APPENDIX A

MINIMUM SALARY RATES

These minimum pay rates are for 9 month full-time faculty salaries (reduced load, 10 month or 11 month salaries would be prorated accordingly). These minimum pay rates are not for use with faculty in special contracts (e.g., Emeritus) or for temporary faculty. The Term category includes only Term and Renewable Term appointments.

2025-2026					
		Instructor	Assistant Professor	Associate Professor	Professor
Minimum		\$47,490	\$55,104	\$65,814	\$76,525
2026-2027					
		Instructor	Assistant Professor	Associate Professor	Professor

Minimum		\$48,915	\$56,757	\$67,788	\$78,821
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