CUNY and Queens College Salary Above Base Information

Office of the Provost, June 2025

Salary Above Base (SAB, or overscale) is CUNY’s practice for offering new or current faculty members salaries above the scale outlined in the labor contract between the City University of New York and the Professional Staff Congress (PSC) in each professorial rank as well as individuals in the HEO professional staff title series, for purposes of recruitment and retention. SAB is governed by [Appendix C](https://psc-cuny.org/contract/appendix-c-settlement-agreement-salaries-above-base/) of the Contract with the PSC.

For faculty salary considerations, the President has indicated that the Provost will appoint an *ad hoc* committee of faculty members, per Appendix C, typically from the School or area where the faculty member will be / is appointed. The *ad hoc* committee makes a non-binding but informed recommendation to the President.

In accordance with [this CUNY memorandum](https://www.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/hr-professionals-secure-log-in/SalaryAboveBaseMemo1_24_2014.pdf), written by then-Executive Vice Chancellor Wrigley in 2014 and in effect at the time of this writing, initial SABs become part of the faculty’s base salary at the point of promotion.

Upon promotion, in instances where the total salary of the individual after the promotion– including the initial SAB– will be higher than the top step (“seven-year step”) of the salary scale for the new title, Queens College has elected to recommend a new salary amounting to 4% of the previous salary. An *ad hoc* committee will be appointed by the Provost to make a recommendation to the President. This allows the college to recommend a raise upon promotion to these individuals, who otherwise would not receive one.

In instances where the total salary of the individual after the promotion – again, including the initial SAB – falls within the salary scale for their new title, the [2023 - 2027 Memorandum of Agreement](https://psc-cuny.org/wp-content/uploads/2024/12/PSC-CUNY-Memorandum-of-Agreement-2023-2027.pdf) between CUNY and the PSC will be followed and the individual will receive at least a one-step increase upon promotion.

It is important to note that the colleges are allowed discretion with respect to recommending new SABs. In all cases, CUNY OAA holds final approval authority.