Equity Oversight Committee Framework for the Equity Program for Associate and Full Professors and Equivalent Librarian, Counselor, and Coach Ranks

The following formulas and eligibility criteria were developed by the Equity Oversight Committee to determine the awards to be allocated in the contractual equity program for associate and full professors and the equivalent librarian, counselor, and coach employees, as described in Article 31.11 of the Collective Bargaining Agreement between the CSU and the CFA that expired June 30, 2010. These formulas shall be used to determine the presumptive awards for equity in provisions 31.10-31.16 of the current CBA.

1. **Associate Professors**

   a. **Eligibility**

   An individual shall be treated as an eligible Associate Professor for the purposes of this program if all of the following requirements are met:

   i. The individual was an Associate Professor on July 1, 2008
   ii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;
   iii. The individual was not promoted to or appointed as Associate Professor before July 1, 2001;
   iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.
   v. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

   b. **Amount of Increase**

   Each eligible Associate Professor shall receive either a Year of Entry into Rank ("YER") Award or a Benchmark ("BMK") Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Associate Professors are calculated on the basis of Table A below.

<table>
<thead>
<tr>
<th>Year of Promotion</th>
<th>Years in Rank</th>
<th>YER Award (AY)</th>
<th>YER Award (12 mo.)</th>
<th>Benchmark Rate (AY)</th>
<th>Benchmark Rate (12 mo.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 7/1/08</td>
<td>&lt;1</td>
<td>Not eligible</td>
<td>Not eligible</td>
<td>Not eligible</td>
<td>Not eligible</td>
</tr>
<tr>
<td>2007/08</td>
<td>1</td>
<td>$0</td>
<td>$0</td>
<td>$67,344</td>
<td>$77,508</td>
</tr>
<tr>
<td>2006/07</td>
<td>2</td>
<td>$2400</td>
<td>$2760</td>
<td>$68,688</td>
<td>$79,056</td>
</tr>
<tr>
<td>2005/06</td>
<td>3</td>
<td>$2400</td>
<td>$2760</td>
<td>$70,056</td>
<td>$80,640</td>
</tr>
<tr>
<td>2004/05</td>
<td>4</td>
<td>$2808</td>
<td>$3228</td>
<td>$71,460</td>
<td>$82,248</td>
</tr>
<tr>
<td>2003/04</td>
<td>5</td>
<td>$2808</td>
<td>$3228</td>
<td>$72,888</td>
<td>$83,892</td>
</tr>
<tr>
<td>2002/03</td>
<td>6</td>
<td>$2208</td>
<td>$2544</td>
<td>$72,888</td>
<td>$83,892</td>
</tr>
</tbody>
</table>
The annual amount of the Year in Rank (YER) award shall be equal to the amount in Table A above.

Benchmark (BMK) awards shall be calculated as follows:

i. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table 1.

ii. The difference (up to a maximum of $6,996) shall be the benchmark award. If the difference is greater than $6,996, the benchmark award shall be $6,996.

2. Full Professors

a. Eligibility

An individual shall be treated as an eligible Full Professor for the purposes of this program if all of the following requirements are met:

i. The individual was a Full Professor on July 1, 2008.

ii. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

iii. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase

Each eligible Full Professor shall receive either a YER Award or a BMK Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Full Professor are calculated on the basis of Table B below.

<table>
<thead>
<tr>
<th>Year of Promotion</th>
<th>Years in Rank</th>
<th>YER Award (AY)</th>
<th>YER Award (12 mo.)</th>
<th>Benchmark Rate (AY)</th>
<th>Benchmark Rate (12 mo.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 7/1/08</td>
<td>&lt;1</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
</tr>
<tr>
<td>2007/08</td>
<td>1</td>
<td>$0</td>
<td>$0</td>
<td>$80,388</td>
<td>$92,508</td>
</tr>
<tr>
<td>2006/07</td>
<td>2</td>
<td>$0</td>
<td>$0</td>
<td>$82,524</td>
<td>$94,956</td>
</tr>
<tr>
<td>2005/06</td>
<td>3</td>
<td>$0</td>
<td>$0</td>
<td>$84,708</td>
<td>$97,476</td>
</tr>
<tr>
<td>2004/05</td>
<td>4</td>
<td>$0</td>
<td>$0</td>
<td>$87,012</td>
<td>$100,284</td>
</tr>
</tbody>
</table>
The annual amount of the YER award shall be equal to amount in Table B above.

Benchmark awards shall be calculated as follows:

i. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table B above.

ii. The difference (up to a maximum of $6,996) shall be the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than $6,996, the annual benchmark award shall be set at $6,996.

3. **Associate-Equivalent Coaches, Counselors, and Librarians (CCL)**

   a. **Eligibility**

      An individual shall be treated as an Associate-Equivalent CCL for the purposes of this program if all of the following requirements are met:

      i. The individual was an Associate-Equivalent CCL on July 1, 2008.

      ii. If an Associate-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008;

      iii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;

      iv. The individual was not promoted to or appointed as Associate-Equivalent CCL before July 1, 2001; and

      v. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

      vi. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

   b. **Amount of Increase**

      Associate Equivalent CCLs who met the eligibility requirements above shall receive a YER award pursuant to Table A above for his or her Year of Promotion to Associate-
Equivalent CCL. The award shall be applied to base salary. Associate-Equivalent CCLs are not eligible for Benchmark Awards.

4. Full-Equivalent CCLs

a. Eligibility

Each Full-Equivalent CCL is eligible for an Equity Increase in AY 2008-09 if all of the following requirements are met:

i. The individual was a Full-equivalent CCL on July 1.; and

ii. If a Full-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008;

iii. The individual is not a rehired annuitant or participant on FERP at the time of implementation;

iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase

Each eligible Full-equivalent CCL shall receive either a YER Award or a BMK Award, whichever is higher, except that otherwise eligible Full Equivalent CCLs who were promoted to their current rank in AYs 2002-03 through 2007-08 or before AY 1996-97 and whose salary is higher than the BMK Rate shall receive neither a YER Award nor a BMK Award. The award shall be applied to base salary. Equity Increases for Full-Equivalent CCLs are calculated on the basis of Table C below.

<table>
<thead>
<tr>
<th>Year of Promotion</th>
<th>Years in Rank</th>
<th>YER Award (AY)</th>
<th>YER Award (12 mo.)</th>
<th>Benchmark Rate (AY)</th>
<th>Benchmark Rate (12 mo.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 7/1/08</td>
<td>&lt;1</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
<td>Not Eligible</td>
</tr>
<tr>
<td>2007/08</td>
<td>1</td>
<td>$0</td>
<td>$0</td>
<td>$76,368</td>
<td>$87,883</td>
</tr>
<tr>
<td>2006/07</td>
<td>2</td>
<td>$0</td>
<td>$0</td>
<td>$78,398</td>
<td>$90,208</td>
</tr>
<tr>
<td>2005/06</td>
<td>3</td>
<td>$0</td>
<td>$0</td>
<td>$80,472</td>
<td>$92,602</td>
</tr>
<tr>
<td>2004/05</td>
<td>4</td>
<td>$0</td>
<td>$0</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>2003/04</td>
<td>5</td>
<td>$0</td>
<td>$0</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>2002/03</td>
<td>6</td>
<td>$0</td>
<td>$0</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>2001/02</td>
<td>7</td>
<td>$996</td>
<td>$1152</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>2000/01</td>
<td>8</td>
<td>$996</td>
<td>$1152</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>1999/00</td>
<td>9</td>
<td>$996</td>
<td>$1152</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>1998/99</td>
<td>10</td>
<td>$996</td>
<td>$1152</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
<tr>
<td>1997/98</td>
<td>11</td>
<td>$996</td>
<td>$1152</td>
<td>$82,661</td>
<td>$95,270</td>
</tr>
</tbody>
</table>
The annual amount of the YER award shall be equal to amount in Table C above.

Benchmark awards shall be calculated as follows:

i. The faculty member’s annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table C.

ii. The difference (up to a maximum of $6,996) shall be the benchmark award. If the difference between the benchmark rate and the faculty member’s salary as of 7/1/08 is greater than $6,996, the annual benchmark award shall be set at $6,996.


a. Equity Increases provided pursuant to this MOU will not be deducted from the salary of any Associate Professor, Full Professor, or CCL to determine whether the faculty unit employee has received the maximum number of allowable Service Salary Increases, and Article 31.19 of the CBA shall be inapplicable to such Equity Increases.

b. Salaries for Associate Professors, Associate-equivalent CCLs, and Full-equivalent CCLs may not exceed the salary range maximum as a result of application of an Equity Increase.