In 2016, CFA negotiated salary increases, as well as improvements to Lecturer salary Range Elevation. The information in this packet supplements the CFA Lecturers' Handbook for these areas.

Also, although the Handbook is labeled as 2014-2017, the information is current through June 30, 2018. Last year, CFA and the CSU agreed to extend the current faculty contract through June 30, 2018, and the Handbook reflects the information in that contract.

**Salary increases negotiated and ratified in 2016**
The following salary increases are included in the salary agreement that CFA negotiated, and that was ratified by the CFA membership, in 2016:

-- 5% General Salary Increase (GSI) for all faculty, effective June 30, 2016;

-- 2% GSI for all faculty, effective July 1, 2016;

-- 3.5% GSI for all faculty, effective July 1, 2017; and,

-- 2.65% Service Salary Increase (SSI) for eligible faculty, taking effect during FY 2017/18 on the anniversary date of when the eligible faculty member was first hired. [The CFA Lecturers' Handbook, beginning on page 16, includes a fuller discussion of SSIs and how eligibility is determined.]

Additional salary increases, including some that were specific to Lecturers, were negotiated in 2014. Those increases are discussed in the Handbook.

**Lecturer Range Elevation improvements**
Range Elevation is the process through which Lecturers can increase their salary by moving from one salary range to the next (e.g. Range A to B, B to C, C to D).

Thanks to agreements secured by CFA in 2016, more Lecturers will become eligible for Range Elevation. These agreements that were won by CFA include expanded eligibility for Range Elevation and, as mentioned above, a Salary Service Increase (SSI), to take effect in 2017/18.

The attached document ("Range Elevation: What you need to know") describes Range Elevation and the improvements negotiated in 2016.

Range Elevation is not automatic. If you are eligible, you need to apply. Each campus has its own application procedures. You can find additional Range Elevation resources, including a link to the application policies for our campus, on the Range Elevation webpage on CFA's website: http://www.calfac.org/post/range-elevation-resources
Range Elevation: What you need to know

(Updated 8-3-17)

In November 2016 the California Faculty Association and CSU management reached agreement on improvements to Range Elevation for lecturer faculty and temporary librarians.

Thousands of lecturer faculty and temporary librarians who have worked for years without the ability to range elevate will be able to apply to move from one salary range to the next, and receive a salary increase of at least 5%, without the requirement that they reach an often unattainable Service Salary Increase (SSI) maximum. For some lecturer faculty and temporary librarians who have remained well below the minimum of the next highest range for many years, the salary increase will be significantly more than 5%.

The agreement is the culmination of months of effort by a working group that was created to develop a solution to Range Elevation problems that plagued temporary faculty during the recession years. The working group, made up of members of the CFA Bargaining Team, was formed as part of the 2016 Salary Settlement with CSU management, which also included hard-fought raises for all faculty.

The Collective Bargaining Agreement (CBA) has, for some time, required that lecturer faculty and temporary librarians max out of SSIs (in-range salary advancement, similar to steps) before they may apply for Range Elevation. Without regular SSIs, many of our members have been unable to reach the maximum of their ranges and have therefore been prevented from range elevating into new ranges with higher salaries. The negotiated changes to Range Elevation help to repair that problem and will result in much-needed salary increases that can help thousands of eligible lecturer faculty and temporary librarians.

**Question 1: What is Range Elevation?**

**A:** Range Elevation is the increase in salary by movement from one range to the next, Range A to B, B to C, or C to D. If granted, a Range Elevation brings a salary increase of at least 5%. See chart on page 3.

According to the new agreement, for those eligible, Range Elevation shall be accompanied by a salary increase of at least 5%, or the percentage increase required to reach at least the minimum of the next range, if greater than 5%.

The Collective Bargaining Agreement (CBA) specifies the procedures that the campus must follow for Range Elevation, including eligibility, criteria, timelines, and appeal of denials.
Question 2: Who is eligible to apply for Range Elevation?
A: Lecturer faculty and temporary librarians who are eligible under terms of the CBA—salary at or above the SSI maximum and in their range for five (5) years—can still apply as before, with the newly added benefit that those who received Faculty Merit Increases (FMIs) long ago will now be eligible under both the new and the older system regardless of FMI receipt (FMIs will not be “backed out” of SSI max calculations).

And for the thousands of lecturer faculty and temporary librarians who have been unable to reach the SSI max, there is finally some relief!

Starting in Fall 2017, lecturer faculty and temporary librarians who have 6 years of service at a timebase of at least 0.8, or the equivalent of six years of service at a 0.8 timebase, will be eligible to apply over the course of a three-year roll out schedule.

For example, a lecturer who taught at least 144 units on a semester campus or 216 units on a quarter campus over six (6) years, would be eligible to apply even if their salary is below the SSI max for their range.

CSU administrators are required to notify faculty eligible to apply under either the CBA or the new MOU at least 30 days prior to the beginning of their campus range elevation process.

Question 3: What is Full-time Adjusted Service (FTAS) and how do I calculate it?
A: Full-time Adjusted Service (FTAS) for an academic year is defined as the average timebase over the academic year, divided by 0.8, up to a maximum of 1.0 for the year, within a single department. For example, if a lecturer faculty or temporary librarian’s average timebase over an academic year was 0.4, then their FTAS for that year would be 0.4/0.8 = 0.5. If their average timebase was 0.8, then their FTAS for that academic year would be 0.8/0.8 = 1.0. If their average timebase was 1.0 (i.e., full-time) then their FTAS for that year would be 1.0, the maximum allowed FTAS for a year (rather than 1.0/0.8 =1.25).

CFA has created a Range Elevation Estimator that can help lecturer faculty and temporary librarians calculate their FTAS. The Range Elevation Estimator can be found online here: calfac.org/range-elevation-estimator.

Question 4: What is the rollout schedule?
A: In the three year rollout, those with twelve (12) or more years FTAS go first, as they have been stuck in range the longest. Next, those with nine (9) or more years FTAS will be able to apply. And finally, those with six (6) or more years FTAS will be eligible to apply. This means that eligibility according to years FTAS is established in the Fall of 2017 and frozen to determine both eligibility and rollout. For those who are not in the population of eligible faculty at that time, the CBA procedure will continue to apply. CFA will take up this topic in successor bargaining and keep faculty aware of any changes or improvements as we bargain them.

Here is the schedule:
- In the 2017-2018 Academic Year, individuals with 12 or more years FTAS shall be eligible to apply.
• In 2018-2019 Academic Year, individuals with 9 or more years FTAS shall be eligible to apply.
• In 2019-2020 Academic Year, individuals with 6 or more years FTAS shall be eligible to apply.

**Question 5: What does the pay increase look like for those eligible?**
A: For a better understanding of the salary ranges and their corresponding salaries, see the chart below. As an example of what the pay increase would look like, suppose a lecturer faculty or temporary librarian in Range A has a full-time base salary of $4200 per month and is eligible under the new provisions. Range Elevation would take them to the minimum of Range B, $4757, a salary increase of 13.3%. For a lecturer faculty or temporary librarian in Range B with a full-time base salary of $5300, Range Elevation of 5% would take them above the minimum of Range C ($5447) to $5565.

**Summary of Salary Schedule for Unit 3 Classifications**
Effective date: 7/1/17

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<tr>
<th>Monthly Salary</th>
<th>Annual Salary</th>
<th>Lec A Sr Asst Lib</th>
<th>Lec B Sr Asst Lib</th>
<th>Lec C Asst Lib</th>
<th>Lec D Librarian</th>
<th>Monthly Salary</th>
<th>Annual Salary</th>
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*Please note: this is a summary of the salary schedule. For complete details, see the salary schedule at [www.calstate.edu/hradm/salaryschedule/Salary.aspx](http://www.calstate.edu/hradm/salaryschedule/Salary.aspx)*

**Question 6: How do I do to apply for Range Elevation?**
A: We encourage all eligible lecturer faculty and temporary librarians to apply for range elevation, whether eligible under the new terms or the old terms. To learn how to apply,
refer to your campus Range Elevation policy. You can find Range Elevation policies listed by campus here: http://www.calfac.org/post/campus-range-elevation-policies.

Question 7: What if I became eligible for the already existing range elevation process under the terms of the contract after the SSI in 2017-18?
A: You would apply for range elevation outlined in the contract and campus policies as normal.

Question 8: Where do I find the Memorandum of Understanding (MOU) about the Range Elevation amendments?
A: The Memorandum of Understanding: Amendments to the Range Elevation Procedures 2016 is available here: https://www.calfac.org/post/range-elevation-resources

Question 9: Who do I contact if I have questions?
A: Those with questions about years of service, timebase, and salary should contact campus payroll offices. CFA Chapters can also be of assistance to those who are unable to locate relevant policies and/or need help understanding what is expected for a successful application.

Questions? Email bargainingideas@calfac.org with the subject heading “Range Elevation.”