

California Faculty Association and California State University
Extension of Current Collective Bargaining Agreement

Because of the disruption to faculty work and the uncertainty of the Fiscal Year 2020-2021 budget, student enrollment, and other driving forces, the parties agree to extend the current Collective Bargaining Agreement through June 30, 2021.

The parties agree to continue bargaining in the extension period in an effort to have tentative agreement on a successor contract by June 30, 2021.

Because the following terms do not renew without specific extension terms, the parties agree to:

- Extend "Memorandum of Understanding to the Range Elevation Procedures 2016" (true copy attached) to include an additional year, 2020-2021. In this year, lecturers who have at least six years of full-time adjusted service ("FTAS," as defined in the 2016 MOU) as of Fall 2020 shall be eligible to apply for Range Elevation. Other terms of the 2016 MOU program will be in effect through June 30, 2021.
- Extend all terms of Article 20.36. This extension includes, assigning probationary faculty in their first two years of employment, a maximum of eighteen (18) direct weighted teaching units on a semester campus (normally resulting in the instructional assignment being reduced by two courses per academic year) or a maximum of twenty-four (24) direct weighted teaching units on a quarter campus (normally resulting in the instructional assignment being reduced by three courses per academic year).
- Extend terms of Article 20.37, awarding faculty assigned time as set out in Article 20.37 et seq. The parties acknowledge that some campuses have been unable to accept, process, and/or review applications due to the uncertainty of the current expiration date and/or due to campus closures and COVID-19. Those campuses shall resume the work in the 2020-2021 Academic Year and issue awards no later than December 21, 2020.

Additionally, and in order to comply with a 2018 CalPERS audit, the parties agree to adopt CSU's proposed changes to Article 31.27 and 31.28 Department Chairpersons (true copy attached), which will accurately describe this compensation as a salary increase. This change will be effective upon execution of this extension but also subject to full ratification when the parties reach agreement on a successor contract..

If the CSU provides across the board salary increases to existing executives, or agrees to general salary increases with other represented bargaining units, the parties shall immediately commence bargaining over article 31, salary.

For the California Faculty Association

For the California State University

 5/20/2020

 5/20/2020

Kathy Sheffield, date

Steve James, date

[Changes to address CalPERS audit.]

Department Chairpersons

- 31.27 Employees ~~servng as~~ reclassified to department chair in class codes 2481 and 2482 shall receive a minimum ~~stipend~~ salary increase of eighty dollars (\$80.00) per month of service as chairperson. Chairpersons of departments of eighteen (18) or more full-time equivalent faculty (FTEF) shall receive an additional minimum amount of forty dollars (\$40.00) per month of service as chairperson at the time of reclassification.
- 31.28 The ~~stipend~~ salary increase identified in provision 31.27 shall be incorporated into the salaries of department chairpersons when they are placed on the salary ranges for class codes 2481, and 2482 identified in Appendix C. ~~These stipends~~ This increase shall be deducted from the salaries of department chairpersons effective on the date that their chairperson assignment ends.