

Memorandum of Understanding: Amendments to the Range Elevation Procedures 2016

In order to address issues associated with lack of opportunities for range elevation in the absence of negotiated Service Salary Increases (SSIs), the following program shall be available to eligible lecturers and temporary librarian faculty unit employees.

Lecturers and temporary librarian faculty unit employees who meet range elevation criteria as currently defined by Article 12.17, or become eligible while this agreement is in effect, shall continue to be eligible to apply for range elevation under provisions 12.16 through 12.20 and campus policies.

Lecturers and temporary librarian faculty unit employees who have served at least five years in the current range and have reached the Service Salary Increase (SSI) maximum shall be considered eligible for range elevation regardless of whether they have received prior Faculty Merit Increases (FMIs).

For those lecturers and temporary librarian faculty unit employees who have not exhausted SSI eligibility by the beginning of the 2017/18 academic year, the following provisions shall apply.

Determination of eligibility

- Full-time adjusted service (FTAS) shall be established as of the beginning of the 2017/18 academic year. For each academic or fiscal year, FTAS is defined as the average FTE over the academic or fiscal year, divided by 0.8, up to a maximum of 1.0 for the year.
- Range elevation shall be accompanied by a salary increase of at least 5% or whatever percentage increase is required to reach at least the minimum of the next range, whichever is greater.
- Lecturers and temporary librarian faculty unit employees with at least 6 years FTAS in the current range as of the start of the Fall 2017 term shall be eligible to apply for range elevation according to the following schedule:
 - In 2017/18, individuals with 12 or more years FTAS shall be eligible to apply.
 - In 2018/19, individuals with 9 or more years FTAS shall be eligible to apply.
 - In 2019/20, individuals with 6 or more years FTAS shall be eligible to apply.

Review process

- Campus criteria, timelines, and review processes for range elevation established at each campus pursuant to Article 12.16 shall continue to be used for range elevation under these modified criteria.

Effective date for increases

Range elevation, as well as applicable salary increases, shall take effect at the beginning of the first appointment in the academic year following review.

These provisions will remain in effect until June 30, 2020 unless superseded by an agreement between the parties.

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Additional Terms

The parties agree that this issue shall continue to be the subject of bargaining in successor contract negotiations, and that this Memorandum of Understanding does not impact, limit, or otherwise constrain the ability of either party to make proposals on any issue subject to this Memorandum of Understanding.

For any year in which this agreement is in effect and for any faculty member eligible under the terms of this agreement, the CSU agrees to the following: At least thirty (30) days prior to the commencement of the annual campus Range Elevation process, the campus shall notify lecturers of their eligibility. In that notification the campus shall inform the lecturers that receipt of a previous FMI will not affect their eligibility for Range Elevation, and that Range Elevation is accompanied by a salary increase of at least 5% or whatever percentage increase is required to reach at least the minimum of the next range, whichever is greater.

For CFA


Kathy Sheffield
Director of Representation

11/9/2016

For CSU


J.A. Swarbrick
Associate Vice Chancellor

11/15/2016