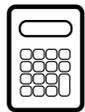


# RANGE ELEVATION: 2018-19\*

## HOW IT WORKS



### TERMS & ABBREVIATIONS

<b>CBA</b>	Collective Bargaining Agreement
<b>FMI</b>	Faculty Merit Increase, a salary increase program from 1998-2001
<b>FTAS</b>	Full-Time Adjusted Service
<b>FTE</b>	Full-Time Equivalent
<b>GSI</b>	General Salary Increase, across-the-board raise
<b>SSI</b>	Service Salary Increase, see section 31.18 of CBA
<b>SSI MAX</b>	Faculty are eligible for SSIs only if their base salary falls below the SSI Max rate for their Rank or Range

CFA and the CSU administration reached an agreement in November 2016 that improves Range Elevation for Lecturers and Librarians on temporary appointments.

Most significantly, the agreement, or Memorandum of Understanding (MOU), adds a new way for faculty to become eligible to apply for Range Elevation. In addition, it requires the raise associated with the new range to exceed 5% in some cases, and it removes a requirement that can cause FMI\*\* raises to prevent a faculty member from becoming eligible for Range Elevation.

The information below summarizes the differences between the Range Elevation procedures established in the collective bargaining agreement (CBA) and in the MOU, and provides additional information to help faculty prepare for Range Elevation.

	<b>CBA</b>	<b>MOU</b>
<b>ELIGIBILITY TO APPLY</b>	5+ Years in Range and FTE Base Salary > SSI Max	12+ Years of FTAS (Full-Time Adjusted Service) in Fall 2017*
<b>FMI'S</b>	FMI's not "backed out" of SSI Max calculations (NEW)	FMI's not "backed out" of SSI Max calculations
<b>HOW TO APPLY</b>	Per campus policy, criteria, and procedures	Per campus policy, criteria, and procedures
<b>WHEN TO APPLY</b>	Varies. See dates set by campus	Varies. See dates set by campus
<b>RAISE AMOUNT</b>	At least 5%	5% or the minimum of the next Range, whichever is greater***

\* Eligibility for all faculty was established as of Fall 2017. The agreement covers 2017-18 through 2019-20. In 18-19, faculty with 9+ years can apply and in 19-20, faculty with 6+ years can apply.

\*\* Refers to the raises awarded as part of the FMI program, which was implemented with the 1998-2001 CBA and ended in 2000-01.

\*\*\* Faculty who are eligible only because of the new MOU criteria may qualify for a raise that is greater than 5%

## SSI MAX, BY RANGE

There is a SSI Maximum rate for every Range and Rank. The SSI Max is adjusted each time there is a General Salary Increase, by the same percentage. The SSI Max rates were increased by 3.5% , effecive 7/1/17.

Range	Monthly SSI Max Rate (FTE) AY	12 Mo.
Lect A / Asst Lib	\$4,757	\$5,447
Lect B / Sr. Asst Lib	\$5,971	\$6,859
Lect C / Assoc Lib	\$7,528	\$8,659
Lect D / Librarian	\$8,259	\$9,506



## CALCULATE FTAS

$$FTAS = \frac{\text{AVG. TIMEBASE OVER ACADEMIC YEAR}}{0.8}$$

- 1) FTAS can be up to a maximum of 1.0 per year
- 2) FTAS is cumulative. Add up the FTAS for each year since last RE or since appointment to current Range.
- 3) FTAS is calculated per appointment.



**TIP:** Use CFA's online tool to estimate your FTAS. [www.calfac.org/range-elevation-estimator](http://www.calfac.org/range-elevation-estimator)



## EXAMPLE:

Sally is a Lecturer B. Her salary is \$5,800 per month, so she is not eligible for Range Elevation under the CBA. Since her last range elevation, she has worked the following amounts, within the same department.

- 8 years at 0.4 Timebase
- 8 years at 0.8 Timebase

Her total FTAS is calculated as follows:

$$0.4 / 0.8 = 0.5 \text{ FTAS} * 8 \text{ Years} = 4 \text{ FTAS}$$

$$0.8 / 0.8 = 1.0 \text{ FTAS} * 8 \text{ Years} = 8 \text{ FTAS}$$

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$$\text{Total Cumulative FTAS} = 12 \text{ FTAS}$$

**12 FTAS**  **SALLY IS ELIGIBLE TO APPLY!**

Sally is eligible to apply under the MOU. If her application is successful, she will move to Lecturer Range C and will be entitled to a raise of at least 5%. Her current salary plus 5% places her above the minimum salary for Range C.

*\*\*If Sally's salary was \$5,000 per month, then her raise would be 9%, because the minimum salary for Range C is \$5,447 per month, 9% more than her current salary.*



FURTHER INFO AT [WWW.CALFAC.ORG/POST/RANGE-ELEVATION-RESOURCES](http://WWW.CALFAC.ORG/POST/RANGE-ELEVATION-RESOURCES)