

**CFA Proposal -- Salary
May 14, 2021**

General Salary Increases (GSIs)

- Fiscal Year 2020 – 2021 – 4%, effective July 1, 2020
- Fiscal Year 2021– 2022 – 4%, effective July 1, 2021
- Fiscal Year 2022– 2023 – 4%, effective July 1, 2022

GSIs shall be paid to all faculty unit employees who are employed/in pay status at the time of the effective dates. Faculty unit employees who were or are on leave on effective dates, and subsequently return in the Fall term after effective GSI dates, shall receive GSIs upon reappointment to the same classification and range at the same campus.

As with past GSIs, the minima, the Service Salary Increase maxima, and maxima in each salary range shall increase at the rate of the GSI.

No newly hired faculty unit employee may be compensated at a rate below the salary range minima.

If other employees in the CSU receive GSIs at rates higher than those set above, the CSU shall increase Unit 3's GSIs accordingly.

Service Salary Increases (SSIs)

- Fiscal Year 2021 – 2022 – 2.65%, effective on or after July 1, 2021 on faculty unit employees' anniversary dates
- Fiscal Year 2022 – 2023 – 2.65%, effective on or after July 1, 2022 on faculty unit employees' anniversary dates

Eligibility shall be consistent with past SSIs; this salary increase shall be paid to faculty unit employees below SSI maxima in salary ranges who have performed in a satisfactory manner.

Post Promotion Increases (PPIs)

- Fiscal Year 2021 – 2022 – 2.65%, effective on or after July 1, 2021 on faculty unit employees' anniversary dates
- Fiscal Year 2022 – 2023 – 2.65%, effective on or after July 1, 2022 on faculty unit employees' anniversary dates

Full Professors, Lecturer D faculty unit employees, and comparable Counselor, Coach, and Librarian faculty unit employees who have no SSI eligibility and have performed in a satisfactory manner, as set out in their most recent performance reviews, shall be eligible for this increase.

Equity Programs

Effective July 1, 2021, the CSU shall commit to spend \$20 million, allocated evenly (based on Faculty Head Count) to all CSU campuses, to address salary inequity -- primarily inversion and compression -- that is exacerbated by lack of in-range salary progression. Campuses must administer Equity Programs fairly and may not exclude faculty unit employees due to "temporary" classification or otherwise discriminate against faculty unit employees. CFA chapters and the campus administrations shall agree to criteria and procedures to determine the distribution of Equity awards.

Race and Gender Salary Inequity

The parties agree to jointly study and remedy disparity in pay that exists due to longstanding, structural and societal inequities.

Within three months of ratification, the parties shall meet to review problems and design a course of study to examine where pay gaps exist in the CSU.

Both parties agree to be represented by competent individuals who understand race and gender inequities and who are committed to addressing inequity in the CSU.

Within one year, this joint labor/management committee shall report its findings to the faculty and to the Board of Trustees. The parties shall make recommendations and commit to corrections of pay gaps that exist due to race and gender.