

Understanding Your Salary Under the 2007-2010 Contract

Ways that salary can increase:

What?	Who is Eligible?	When is it effective?	How much?
General Salary Increase (GSI)	All faculty	July pay period Note implementation can be delayed by state budget	2006: 3% 2007: 1% plus 3.7% 2008: 2% plus 3% 2009: 2% plus 4% 2010: 2%
Service Salary Increase (SSI)	Eligible faculty members (based on service; salary maximums apply)	Anniversary date (usually beginning of fall term)	2006-07: 2.65% 2007-08: 2.65% 2008-09: 2.65% 2009-10: 2.65% (not to exceed SSI max)
Promotion	Eligible faculty (following performance review)	Start of next academic year	Minimum 7.5%
Range Elevation	Eligible temporary faculty (requires evaluation)	Start of next academic year	Minimum 5%
Equity Increase	Eligible faculty members with satisfactory performance (criteria not yet available)	July 1, 2007 (for assistant professors and equivalents); July 1, 2008 (for associate/full professors and equivalents)	System pool of \$7 million in 2002-08 and 2008-09. Individual awards to be determined.
Post-Promotion Increase	Top-step full professors and equivalents (satisfactory performance required)	Half of pool to be nominated in 2008-09, half in 2009-10, based on seniority	System pool of \$7 million each year. Individual awards of 2.5% to 3.5%
Market Increase	Eligible faculty (requires demonstration of market lag or bona fide job offer)	Varies	Varies

Frequently Asked Questions

Are the GSIs and SSIs guaranteed?

No. They are contingent on the CSU receiving "Compact" funding for compensation in the state budget. If the CSU does not receive that level of funding in any year, the GSI and SSI are subject to negotiations between CFA and the CSU.

Why did I get my GSI in October?

Because the state budget for 2007-08 was delayed, the GSI could not be implemented until the September pay period. However, eligible individuals should also have received a retroactive payment for two months.

Why are there two percentages for GSIs in 2007, 2008, and 2009?

The contract splits the GSI for each year into two parts, one part to be awarded at the beginning of the year and one at the end. Thus, faculty members received a 1% increase that was part of the 2006-07 GSI and a 3.7% increase that was part of the 2007-08 GSI, both effective as of July 1, 2007. On July 1, 2008, faculty members will receive a 2% increase that is technically part of the 2007-08 GSI and a 3% increase that is part of the 2008-09 GSI, and so forth.

What is an SSI and how is eligibility determined?

A Service Salary Increase is advancement on the salary schedule for an individual who has served full-time for at least a year with satisfactory performance. A part-time faculty member must have accumulated at least 24 WTU since the last SSI to be eligible. (See Articles 12.10 and 31.19-31.26 of the Collective Bargaining Agreement.)

What other eligibility criteria are there for Service Salary Increases?

There are two requirements: first, the faculty member's salary must be below the "SSI maximum rate" for that rank or classification. In addition, since appointment or the last promotion, the faculty member must have received fewer than 8 SSIs (using the scale in place since 1995), or four steps on the pre-1995 scale, or any combination that is equivalent to 8 SSIs.

I received one or more Faculty Merit Increases under a previous contract. How does this affect my SSI eligibility?

In determining whether you have reached the SSI maximum rate in your rank, any FMI awards received will be deducted. If, after deducting these awards, your salary is below the SSI maximum rate, you are potentially still eligible for an SSI, provided you meet the other requirements. (Note: the FMI program ended in 2001.)

What is the SSI maximum rate?

You can find the most recent salary schedules, which include SSI maximum rates, on the CSU web site at <http://www.calstate.edu/HRAdm/SalarySchedule/salary.aspx>.

What other kinds of salary increases might be available to me?

Promotions of tenured or tenure-track faculty members including librarians and counselors is always accompanied by an increase in salary of at least 7.5%. **Range elevation** for lecturers is always accompanied by an increase of at least 5%. Specific eligibility rules apply to promotions and range elevations, and both actions require a performance review. See your campus policies for details.

Two new salary programs were created in the new contract:

1) Post-promotion increases will be available to full professors, Lecturer D faculty, and equivalent librarians, counselors, and coaches who have exhausted their SSI eligibility. The PPI program will be in effect in the 2008-09 and 2009-10 academic years; half of the eligible faculty will be nominated each year for the awards, which will range from 2.5 to 3.5%. To receive an award, a faculty member must be evaluated, and must meet or exceed expectations in the areas in which s/he chooses to be evaluated.

2) Equity increases will be available in 2007-08 and 2008-09. Equity adjustments will be made available to faculty members who are experiencing salary inequities as defined in the program

criteria, and who are making satisfactory progress based on their RTP evaluations. The program will focus on assistant professors (and equivalent for librarians, coaches and counselors) in the first year and associate and full professors in the second year. A system-wide oversight committee is developing guidelines and criteria for this program, and we will provide more details when they become available.

Finally, the President may grant a salary increase to a probationary or tenured faculty member to address **market** considerations. To be considered for a market-based adjustment, you must either document a market-based salary lag or provide a bona-fide offer of employment from another college or university.

How can I find out about my own salary history?

There are several ways you can learn more:

- Hang on to your pay stubs – keep your own records
- Contact your payroll office or your Faculty Affairs office
- Some campuses offer self-service access to your salary information through CMS

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