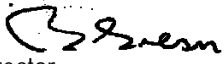


Date: August 30, 2007 Code: TECHNICAL LETTER
HR/Salary 2007-19

To: Human Resources Directors
Payroll Managers

From: Bruce J. Gibson 
Interim Senior Director
Human Resources Administration

Subject: Fiscal Year 2007/08 Salary Program for Faculty (Unit 3)

The current collective bargaining agreement between the California State University (CSU) and the California Faculty Association (CFA) covers the period May 15, 2007 through June 30, 2010. Salary program provisions for 2007/2008 fiscal year are provided below.

❖ **Salary Programs:**

- 1% General Salary Increase, effective close of business June 30, 2007 (Effective July 2007 pay period)
- 3.7% General Salary Increase, effective July 2007 pay period
- 2.65% Service Salary Increase (SSI) on anniversary date, effective fiscal year 2007/2008
- Modification to paying over the maximum per Article 31.1
- Market Increases – continue to be available at the discretion of campus Presidents

Detailed Program Information for Salary Provisions:

❖ **1% and 3.7% General Salary Increase (GSI):**

- Effective July 1, 2007, the State Controller's Office (SCO) will post a 1.0% GSI to individual salary rates of all eligible bargaining unit members using an SCR transaction code. The SCO will post this increase by mass update on the night of September 4, 2007. All employees who were active on July 1, 2007, will receive this GSI retroactive to July 1, 2007. *Employees hired after July 1, 2007 and before the GSI is processed will receive the GSI retroactive to their hire date.*
- Effective July 1, 2007, the SCO will post a 3.7% GSI to individual salary rates of all eligible bargaining unit members using a GEN transaction code. The SCO will post this increase by mass update on the night of September 4, 2007. All employees who were active on July 1, 2007, will receive this GSI retroactive to July 1, 2007. *Employees hired after July 1, 2007 and before the GSI is processed will receive the GSI retroactive to their hire date.*
- The SCO mass update program will process both the 1% and 3.7% GSI for active employees whose appointment expiration date has passed. Campus processing instructions to void invalid SCR and GEN transactions posted on expired appointments are provided in the SCO's Personnel Letter.
- Excluding payments made for Summer Term employment class codes 2357 and 2457, employees paid via Immediate Pay (A54) Transaction with a last day worked of July 1, 2007 or later (regardless of the effective date of the A54 transaction), are entitled to the GSI effective July 1, 2007. Campus processing instructions for corrections to appointments made via the A54, Immediate Pay appointment are provided in the SCO's Personnel Letter. Campuses may access **CIRS**

Distribution:

CSU Presidents
Executive Vice Chancellor & CAO
Interim Vice Chancellor, Human Resources
Vice Presidents, Academic Affairs
Vice Presidents, Administration

Vice Presidents, Student Affairs
Vice Presidents, University Advancement
Associate Vice Presidents/Deans of Faculty
Budget Officers
HR Professionals

Compendium Report C56, Cycle 0709, to identify these A54 appointments. This report will be available September 5, 2007.

- Employees in classes 2322 and 2323 will have their salary increased by 12.7 %, consisting of the 1% GSI and the 11.7% increase (8.0% increase per Article 40.20, plus 3.7% GSI). All other A54 appointees will have salary increases of 4.7%, consisting of the 1% GSI and 3.7 % GSI. Please see the processing instructions in Attachment A for information on compounding.
- The salary rates for classes 2322 and 2323, will be increased by 12.7% (a combination of 1% and 11.7% compounded) effective July 1, 2007. For all other classes, the salary range minimums and SSI maximums will be increased by 4.7% (a combination of 1% and 3.7% compounded) effective July 1, 2007. The salary range maximums will be increased by either 4.7% (1% and 3.7% compounded) or, for classes listed in Attachment B, by 24.7% (1% and 23.7% compounded.)
- The updated Unit 3 salary schedule will be available on the CSU web site (<http://www.calstate.edu/HRAdm/SalarySchedule/Salary.aspx>) after both mass updates have been completed.

The following processing instructions are provided in Attachment A:

⇒ Salary Increase Program I – General Salary Increase (GSI)

❖ 2.65% Service Salary Increase (SSI):

• Permanent Faculty

Effective fiscal year 2007/2008, a 2.65% SSI will be provided to eligible employees, effective on the first day of the pay period of the employee's anniversary date. Campuses were responsible for re-establishing the anniversary dates and final anniversary dates and counters for all R03 positions by July 13, 2007. Using this information, the SCO will post the SSIs for all employees with a counter of 3 or more using worksheets provided by Human Resources, Information Support and Analysis (HR-ISA). Campuses are responsible for posting the SSIs for R03 employees with a counter of 1 or 2 via the MSA transaction. This is necessary so that campuses can back out cumulative FMI amounts and compute SSI increases up to the SSI maximum. Each month campuses may access CIRS Compendium Report K20 beginning with Cycle 0707 (retroactive to July), to identify the employees they are responsible for processing.

- Temporary Faculty – Pursuant to Article 12.10, temporary faculty who completed 24 units on a semester campus, or the equivalent on a quarter campus, in the same department or equivalent unit, are eligible to receive an SSI in fiscal year 2007/2008. Campuses are responsible for processing these SSIs via the MSA transaction. Refer to provision 12.10 for further SSI eligibility requirements.
- FERP Faculty – FERP faculty unit employees who satisfy the requirements to receive an SSI in fiscal year 2007/2008 shall have the SSI posted to the employee's record via MSA Transaction.

The following processing instructions are provided in Attachment A:

⇒ Salary Increase Program II – Service Salary Increase (SSI)

❖ Modification to paying over the maximum per Article 31.1

Article 31.1 provided for instructional faculty and librarians in the assistant, associate and full professor rank to be paid above the salary range maximum for their classification. Subsequent to ratification of this language, CSU was advised that CalPERS regulations limit salary upon which retirement benefits are based to the maximum rate published on the respective salary schedule. Specifically, salary earned in excess of the maximum rate identified on the published salary schedule is not considered includable compensation for CalPERS retirement benefits. To address the CalPERS regulation and still maintain the benefits originally intended, the CFA and CSU reached agreement on the following: The salary range

maximums for the affected class/ranges will be adjusted by an additional 20% (for a total of 24.7% as previously noted). Further, effective July 1, 2007, faculty appointed above the salary range maximum will be limited to instructional faculty at the full professor rank (range 5), or corresponding lecturer D (range 5) levels. Such appointments will require Presidential approval. Refer to Attachment B for a list of the class/ranges that received the additional 20%. The listing also identifies those class/ranges where appointees can be hired above the salary range maximum pursuant to Presidential approval. Refer to the Memorandum of Understanding Article 31.1 Interpretation available on the Labor Relations Web site at: http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/AppendixG.pdf

❖ **Increases for Market:**

Market increases continue to be available. Refer to the Market Increase program information and processing instructions available on the Human Resources Web site at: http://www.calstate.edu/HRAdm/SalaryProgram/Unit3/procinst_mkteqinc.shtml

Please note that employees on Military Leave receiving Military Difference in Pay CSU salary supplement should have the difference between the CSU salary and the military pay recalculated based on the employee's new salary rate, pursuant to CSU policy.

For complete information and processing instructions for all salary programs, refer to Human Resources Administration's Salary Web site at <http://www.calstate.edu/HRAdm/SalaryProgram/index.shtml>.

Please direct questions regarding this technical letter as follows:

- | | |
|--|--|
| ➤ PIMS processing instructions | CSU Audits representative at the SCO |
| ➤ CMS Baseline processing instructions | CMS liaison for systemwide HR at (562) 951-4418 |
| ➤ Collective bargaining aspects | Labor Relations at (562) 951-4400 |
| ➤ All other questions | Human Resources Administration at (562) 951-4411 |

This document is available on Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

BG/cac
Attachment

PROCESSING INSTRUCTIONS

SALARY INCREASE PROGRAM

I – General Salary Increase (GSI)

PAY SCALES IMPACT:	
Change Summary:	<p>Classes 2322 and 2323:</p> <ul style="list-style-type: none"> Increase salary rates by 12.7% (a combination of 1% and 11.7% compounded) [Note: 11.7% = 8.0% increase per Article 40, plus 3.7% GSI] <p>All other classes:</p> <ul style="list-style-type: none"> Increase salary <u>range minimums</u> and <u>SSI maximums</u> by 4.7% (a combination of 1% and 3.7% compounded). Increase salary <u>range maximums</u> by either 4.7% (a combination of 1% and 3.7% compounded), or 24.7% (a combination of 1% and 23.7% compounded). Classes receiving the 24.7% increase are listed in Attachment B.
Class Code(s):	All Unit 3 Classifications
CBID:	R03
Pay Scales Effective Date:	07/01/07
Date in Production:	09/05/07
Pay Letter:	2007-10

EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	<ul style="list-style-type: none"> The SCO will post increases into PIMS database via mass update. Campuses will process Immediate Payment (A54) Transaction corrections to incorporate the GSI.
Processing Date(s):	<p>SCR - Beginning the evening of 09/04/07</p> <p>GEN – Beginning the evening of 09/04/07</p>
Effective Date:	07/01/07 (for both SCR and GEN transaction)
PIMS Transaction:	<p>SCR with Item 719, Detail Tran Code 65 – the SCO</p> <p>GEN – the SCO</p> <p>A54C for Immediate Payment Transaction corrections - Campuses</p>
Detailed Transaction Code (Item 719)	N/A
EH Remarks (Item 215)	HR/SA 2007-19
Pay Amount:	<p>1.0% for all classes (SCR/A54C Transaction)</p> <p><i>plus</i></p> <p>3.7% for all classes except 2322 and 2323 (GEN/A54C Transaction) <i>or</i></p> <p>11.7% for classes 2322 and 2323 (A54C Transaction)</p>
Pay Form:	Base salary increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	<ul style="list-style-type: none"> Increases are effective 07/01/07 for employees on NDI supplementing with Catastrophic Leave (S49 Transaction, Item 957 = 40) on 07/01/07. Increases for other employees on leave (non-pay status) are to be keyed by the campus via the SCR and GEN Transaction, effective the date the employee returns to pay status. Note, the increases must be processed separately to include the compounding that results from rounding each increase.
Additional Information:	<ul style="list-style-type: none"> All employees who are active as of 07/01/07 will receive the 1% GSI via the SCR transaction and the 3.7% GSI via the GEN transaction. Employees hired after 07/01/07, and before the mass update is run, will have the two GSI's applied to their salary by processing a correct

	<p>to the appointment and any subsequent transactions</p> <ul style="list-style-type: none"> • The SCO mass update program will process GSIs for active employees whose appointment expiration date is prior to 7/01/07. In order to assist campuses in identifying these employees, CIRS Compendium Report H50, Cycle 0709 and tab-delimited file H80, Cycle 0709 will be available 09/ 05/07 for campus reference. • The SCO will manually process GSIs for employees who have a red circle rate. Due to the increase in the salary range maximums, the SCO will incorporate the base salary + red circle + GSI amounts into the employees base up to the new salary range maximum. Employees who remain over the new salary range maximum will receive the full increases of 1% and 3.7% with the remainder over the new salary range maximum put into the red circle/plus salary PIMS Item 815). • Excluding payments made for Summer Term employment class codes 2357 and 2457, employees paid via Immediate Pay Transaction (A54) with a last day worked of 07/01/07 or later (regardless of the effective date of the A54 transaction), are entitled to the GSI effective 07/01/07, pursuant to HR/Salary 2007-10. • The terms of the contract require that the 1% GSI be applied first to the employees 6/30/2007 salary (via the SCR with Item 719 = 65) rounding the salary to the nearest whole dollar and then the 3.7% GSI is applied to the adjusted salary and rounded. Examples for rounding on the 1% increase: $(\\$4,050 * 1.01) + .5 = \\$4,091$ $(\\$4,010 * 1.01) + .5 = \\$4,050$ In these examples the \$4,091 and \$4,050 become the base salary for computing the 3.7% GSI. • The corrections to the A54 transactions must be done in a similar manner to ensure compounding occurs between the 1% and 3.7% or 11.7%.
SCO Personnel Letter:	http://www.sco.ca.gov/ppsd/scoltrs/

CMS PROCESSING INFORMATION:	
<p>Workforce Administration:</p>	<ul style="list-style-type: none"> • Salary Schedule Load provided by HR-ISA to SOSS on 08/29/2007. • Two campus L15 files will be available for download on 09/05/2007. Cycle 1111 will contain the 1% GSI and Cycle 2222 will contain the 3.7% GSI. For CMS instructions on processing, refer to the Business Process Guide - "SSI – GSI Prob to Perm Load" posted on the CMS website @ http://cms.calstate.edu/T2hr89bp.asp • Campuses should process the L15 file transactions, then use "correction-mode" to manually update all subsequent salary rows. <p>All R03 (excluding Immediate Pay)</p> <ul style="list-style-type: none"> • The files should be processed in the following order: <ol style="list-style-type: none"> 1. SCR - Action/Reason: PAY/GS2 (SCR, 65) <ul style="list-style-type: none"> • Effective Date: 07/01/2007 • Effective Sequence: <u>0</u> • Union Code: R03 • Amounts: 1% as indicated above

	<p>Note: This new SCR file mirrors the GEN and should be processed using the campus existing L15 business process.</p> <p>2. GEN - Action/Reason: PAY/GSI (GEN)</p> <ul style="list-style-type: none"> • Effective Date: 07/01/2007 • Effective Sequence: <u>1</u> • Union Code: R03 • Amounts: 3.7% as indicated above <ul style="list-style-type: none"> • Immediate Pay <ul style="list-style-type: none"> • Action/Reason: DTA/COR • For each A54 Immediate Pay Transaction, <table border="1" data-bbox="1107 680 1279 856" style="margin-left: 20px;"> <tr><td>DTA</td><td>PAY</td><td>A54</td></tr> <tr><td>HIR</td><td>APT</td><td>A54</td></tr> <tr><td>HIR</td><td>CON</td><td>A54</td></tr> <tr><td>HIR</td><td>PRI</td><td>A54</td></tr> <tr><td>REH</td><td>REH</td><td>A54</td></tr> </table> <p>campuses should insert a subsequent row, (for each Action Reason listed above) using the Action Reason of DTA/COR, (same effective date, incrementing the effective sequence by 1) to manually correct the salary for <i>each</i> A54 transaction:</p> <ul style="list-style-type: none"> • Effective Date: 07/01/07 (and thereafter, based on payments, per instructions). • Amounts: Vary, as indicated above • Empl History Remarks: HR/SA 2007-19 	DTA	PAY	A54	HIR	APT	A54	HIR	CON	A54	HIR	PRI	A54	REH	REH	A54
DTA	PAY	A54														
HIR	APT	A54														
HIR	CON	A54														
HIR	PRI	A54														
REH	REH	A54														
Temporary Faculty:	<ul style="list-style-type: none"> • Same as above 															
Benefits:	N/A															
Time and Labor:	N/A															
Leave Accounting:	N/A															
Absence Management:	N/A															
Labor Cost Distribution:	N/A															
Additional Instructions:	<ul style="list-style-type: none"> • Additional information to be provided in a future CMS bulletin. 															

SALARY INCREASE PROGRAM
II – Service Salary Increase (SSI)

PAY SCALES IMPACT:	
Change Summary:	N/A
Class Code(s):	N/A
CBID:	N/A
Pay Scales Effective Date:	N/A
Date in Production:	N/A
Pay Letter:	N/A

EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	<ul style="list-style-type: none"> SCO for employees with counter (Item 958) of 3 or more Campuses for employees with counter of 1 or 2
Processing Date(s):	<ul style="list-style-type: none"> FY 2007/2008
Effective Date:	<ul style="list-style-type: none"> SSI = Beginning of the pay period of the employee's Anniversary Date for fiscal year 2007/2008. SSI Denial = Beginning of pay period of the employee's Anniversary Date (Item 330) in fiscal year 2007/2008
PIMS Transaction:	SSI = MSA Transaction SSI Denial = 330 Transaction
Detailed Transaction Code (Item 719)	N/A
EH Remarks (Item 215)	HR/SA 2007-19
Pay Amount:	2.65% or up to the SSI Maximum minus cumulative FMIs
Pay Form:	Base salary increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	<ul style="list-style-type: none"> Increases are effective 07/01/07 for employees on NDI supplemented with Catastrophic Leave (S49 Transaction, Item 957= 40). Anniversary dates for other employees on leave or other non-pay status are to be evaluated and adjusted as appropriate on the return from leave.
Additional Information:	<ul style="list-style-type: none"> For probationary/permanent faculty, Anniversary Date (Item 330) and SSI Counter/Final Anniversary Date (Item 958) must be set as appropriate for granted or denied SSIs.
SCO Personnel Letter:	N/A

CMS PROCESSING INFORMATION:	
Workforce Administration:	<ul style="list-style-type: none"> Action Reason: PAY/SSI (MSA) <ul style="list-style-type: none"> Effective Date: Beginning of the pay period of the employee's Anniversary Date for fiscal year 2007/2008 Anniversary Code (Item 330): set as instructed above Faculty SSI Remaining (Item 958): set as instructed above Empl History Remarks: HR/SA 2007-19 Action Reason: DTA/DNS (330) <ul style="list-style-type: none"> Effective Date: Beginning of pay period of the employee's Anniversary Date (Item 330) in fiscal year 2007/2008 Anniversary Code (Item 330): set as instructed above Faculty SSI Remaining (Item 958): set as instructed above Empl History Remarks: HR/SA 2007-19
Temporary Faculty:	<ul style="list-style-type: none"> Same as above
Benefits:	N/A

Time and Labor:	NA
Leave Accounting:	N/A
Absence Management:	N/A
Labor Cost Distribution:	N/A
Additional Instructions:	N/A

Pursuant to MOU Article 31.1 Interpretation, the salary range maximum for the following classes will be increase by 20% in addition to the 1% and 3.7% GSI. The last column indicates those class/ranges where an employee can be appointed above the salary range maximum with Presidential approval.

Class Code	Range	Classification	May be Appointed Above the Range Max – Yes or No
0351	3	CMA Dept. Chair – Cruise – AY Assistant Professor	No
0351	4	CMA Dept. Chair – Cruise – AY Associate Professor	No
0351	5	CMA Dept. Chair – Cruise – AY Professor	Yes
0356	3	CMA Instructional Faculty – Cruise AY – Assistant Professor	No
0356	4	CMA Instructional Faculty – Cruise AY – Associate Professor	No
0356	5	CMA Instructional Faculty – Cruise AY – Professor	Yes
0357	3	CMA Lecturer B – Cruise AY	No
0357	4	CMA Lecturer C – Cruise AY	No
0357	5	CMA Lecturer D – Cruise AY	Yes
0551	3	CMA Dept. Chair – 2 nd Cruise – AY Assistant Professor	No
0551	4	CMA Dept. Chair – 2 nd Cruise – AY Associate Professor	No
0551	5	CMA Dept. Chair – 2 nd Cruise – AY Professor	Yes
0556	3	CMA Instructional Faculty – 2 nd Cruise AY – Assistant Professor	No
0556	4	CMA Instructional Faculty – 2 nd Cruise AY – Associate Professor	No
0556	5	CMA Instructional Faculty – 2 nd Cruise AY – Professor	Yes
0557	3	CMA Lecturer B – 2 nd Cruise AY	No
0557	4	CMA Lecturer C – 2 nd Cruise AY	No
0557	5	CMA Lecturer D – 2 nd Cruise AY	Yes
1195	3	Instructional Faculty, Director, Institute for Teaching/Learning – Assistant Professor (total summer payment ¼ of annual salary at equiv. rank and salary rate)	No
1195	4	Instructional Faculty, Director, Institute for Teaching/Learning – Associate Professor (total summer payment ¼ of annual salary at equiv. rank and salary rate)	No
1195	5	Instructional Faculty, Director, Institute for Teaching/Learning – Professor (total summer payment ¼ of annual salary at equiv. rank and salary rate)	Yes
2158	3	Lecturer B, Summer Term	No
2158	4	Lecturer C, Summer Term	No
2158	5	Lecturer D, Summer Term	Yes
2160	3	Instructional Faculty, Summer Term – Assistant Professor	No
2160	4	Instructional Faculty, Summer Term – Associate Professor	No
2160	5	Instructional Faculty, Summer Term – Professor	Yes
2282	3	Dept. Chair, Summer Term – AY Assistant Professor	No
2282	4	Dept. Chair, Summer Term – AY Associate Professor	No
2282	5	Dept. Chair, Summer Term – AY Professor	Yes

Class Code	Range	Classification	May be Appointed Above the Range Max – Yes or No
2308	3	Lecturer B, Statewide Nursing Program- AY	No
2308	4	Lecturer C, Statewide Nursing Program- AY	No
2308	5	Lecturer D, Statewide Nursing Program- AY	Yes
2310	3	Instructor Faculty, Statewide Nursing Program, AY – Assistant Professor	No
2310	4	Instructor Faculty, Statewide Nursing Program, AY – Associate Professor	No
2310	5	Instructor Faculty, Statewide Nursing Program, AY – Professor	Yes
2320	3	Resident Director, International Programs – AY – Assistant Professor	No
2320	4	Resident Director, International Programs – AY – Associate Professor	No
2320	5	Resident Director, International Programs – AY – Professor	Yes
2321	3	Resident Director, International Programs – 12 Month – Assistant Professor	No
2321	4	Resident Director, International Programs – 12 Month – Associate Professor	No
2321	5	Resident Director, International Programs – 12 Month – Professor	Yes
2358	3	Lecturer B – AY Assistant Professor	No
2358	4	Lecturer C – AY Associate Professor	No
2358	5	Lecturer D – AY Professor	Yes
2359	3	Lecturer B – 12 Month Assistant Professor	No
2359	4	Lecturer C – 12 Month Associate Professor	No
2359	5	Lecturer D – 12 Month Professor	Yes
2360	3	Instructional Faculty – AY Assistant Professor	No
2360	4	Instructional Faculty – AY Associate Professor	No
2360	5	Instructional Faculty – AY Professor	Yes
2361	3	Instructional Faculty – 12 Month Assistant Professor	No
2361	4	Instructional Faculty – 12 Month Associate Professor	No
2361	5	Instructional Faculty – 12 Month Professor	Yes
2364	3	Instructional Faculty, Overseas Contract Assignment – Assistant Professor	No
2364	4	Instructional Faculty, Overseas Contract Assignment – Associate Professor	No
2364	5	Instructional Faculty, Overseas Contract Assignment – Professor	Yes
2368	3	Instructional Faculty, Extra Quarter Assignment, QSYRO (quarterly payment is 1/3 of AY assignment) – Assistant Professor	No
2368	4	Instructional Faculty, Extra Quarter Assignment, QSYRO (quarterly payment is 1/3 of AY assignment) – Associate Professor	No
2368	5	Instructional Faculty, Extra Quarter Assignment, QSYRO (quarterly payment is 1/3 of AY assignment) – Professor	Yes
2369	3	Lecturer B, Overseas Contract Assignment – 12 Month	No
2369	4	Lecturer C, Overseas Contract Assignment – 12 Month	No
2369	5	Lecturer D, Overseas Contract Assignment – 12 Month	Yes
2387	0	Grant-Related/Specially Funded Instructional Faculty AY	No
2388	0	Grant-Related/Specially Funded Instructional Faculty 12 Month	No

Class Code	Range	Classification	May be Appointed Above the Range Max – Yes or No
2390	3	Instructional Faculty, Summer Quarter Assignment (quarterly payment is 1/3 of AY assignment) – Assistant Professor	No
2390	4	Instructional Faculty, Summer Quarter Assignment (quarterly payment is 1/3 of AY assignment) – Associate Professor	No
2390	5	Instructional Faculty, Summer Quarter Assignment (quarterly payment is 1/3 of AY assignment) – Professor	Yes
2391	0	Visiting Faculty - 12 Month	No
2393	0	Visiting Faculty – Academic Year	No
2394	3	Instructional Faculty, Executive Committee, Academic Senate - Assistant Professor (total summer payment 1/12 of annual salary at equiv. rank and salary rate)	No
2394	4	Instructional Faculty, Executive Committee, Academic Senate – Associate Professor (total summer payment 1/12 of annual salary at equiv. rank and salary rate)	No
2394	5	Instructional Faculty, Executive Committee, Academic Senate - Professor (total summer payment 1/12 of annual salary at equiv. rank and salary rate)	Yes
2395	3	Instructional Faculty, Chairman, Academic Senate – Assistant Professor	No
2395	4	Instructional Faculty, Chairman, Academic Senate – Associate Professor	No
2395	5	Instructional Faculty, Chairman, Academic Senate – Professor	Yes
2399	3	Instructional Faculty – AY Assistant Professor	No
2399	4	Instructional Faculty – AY Associate Professor	No
2399	5	Instructional Faculty – AY Professor	Yes
2481	3	Dept. Chair – 12 Month Assistant Professor	No
2481	4	Dept. Chair – 12 Month Associate Professor	No
2481	5	Dept. Chair – 12 Month Professor	Yes
2482	3	Dept. Chair – AY Assistant Professor	No
2482	4	Dept. Chair – AY Associate Professor	No
2482	5	Dept. Chair – AY Professor	Yes
2913	3	Supervising Librarian - 10 Month	No
2913	4	Supervising Librarian - 10 Month	No
2913	5	Supervising Librarian - 10 Month	No
2914	3	Supervising Librarian - 12 Month	No
2914	4	Supervising Librarian - 12 Month	No
2914	5	Supervising Librarian - 12 Month	No
2919	3	Librarian - 10 Month	No
2919	4	Librarian - 10 Month	No
2919	5	Librarian - 10 Month	No
2920	3	Librarian - 12 Month	No
2920	4	Librarian - 12 Month	No
2920	5	Librarian - 12 Month	No

Class Code	Range	Classification	May be Appointed Above the Range Max – Yes or No
2926	4	Librarian, Program Services - 10 Month	No
2926	5	Librarian, Program Services - 10 Month	No
2927	4	Librarian, Program Services – 12 Month	No
2927	5	Librarian, Program Services - 12 Month	No
7894	3	Dept. Chair, Statewide Nursing Program – AY Assistant Professor	No
7894	4	Dept. Chair, Statewide Nursing Program – AY Associate Professor	No
7894	5	Dept. Chair, Statewide Nursing Program – AY Professor	Yes

*Does not include following classifications/classes:

- Instructional Faculty, Summer Session, Extension and State Support (2457 and 2357)
- Demonstration Instruction Faculty (2362)
- Counselor (2341)
- SSPARs (3070-3075)
- Coaches and Coaching Assistants and Specialists (2373-2384)
- Music Studio Instructional Faculty (2365)
- Faculty Unit 403B Deduction Monthly (2337)
- Instructional Faculty, Special Programs-For Credit (2322)
- Instructional Faculty, Extension – For Credit (2323)
- Substitute Instructional Faculty (2356)
- Instructional Faculty – Summer Arts Program (2402)