

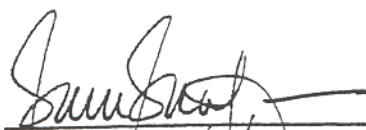
Memorandum of Understanding
Contract Interpretation Issues

The parties hereby agree to the following regarding the interpretation and application of the new collective bargaining Agreement:

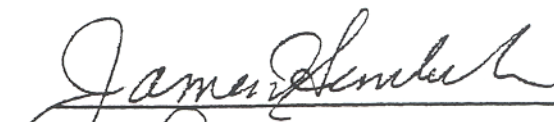
1. For the Faculty Merit Increase program in fiscal year 1998/99, faculty unit employees may either rely upon the Faculty Activity Report (FAR) submitted in the Spring 1999, or submit a new or revised FAR by the adjusted deadline of October 1, 1999.
2. There shall be no prohibition against the retention of a faculty unit employee's Faculty Activity Report for a period of three (3) years outside the personnel action file.
3. CSU campuses may require faculty unit employees to submit professional development plans to either their department chair or appropriate administrator.
4. Notwithstanding the continuation of the specific steps in Appendix C of the Agreement, the parties agree that the award of step increases for promotion, range elevation, service salary step increase, etc. will result in the placement of faculty unit employees between steps on the salary schedule if the faculty unit employee's salary was between steps on the schedule prior to these and other similar adjustments.

For the California State University

For the California Faculty Association



Date: 6/4/99



Date: June 4, 1999