

Settlement Agreement
Department Chair Stipend
Implementation of Remedy in CSU Grievance No. 3-02-088

The parties have entered into this Settlement Agreement in full and final settlement of CSU grievance number 3-02-088 regarding the negotiation of an increase to the stipends to Academic Year Department Chairs:

1. The CSU will pay a gross sum of \$6,000 to each faculty member on Attachment A. These payments will be subject to normal federal and state tax withholding, as well as CalPERS retirement contributions. Payment will be made no later than April 1, 2006.
2. All twelve (12) month Department Chairs in class code 2481 on March 2006 pay period who are not receiving a Department Chair Stipend greater than or equal to the minimum stipend amounts in provision 31.25 plus 4.5% of the portion of monthly base pay attributed to the department chair assignment will receive an increase in his/her stipend. The total stipend amount as a result of this settlement will be equal to 4.5% applied to the portion of monthly base pay attributed to the department chair assignment plus the minimum stipend amount in provision 31.25. Attachment B is the formula, with examples, that will be used to calculate the new total stipend amount. Any such increase will be effective March 2006 pay period. The minimum stipend amounts in provision 31.25 shall be increased by an amount equivalent to 4.5% of the portion of monthly base pay attributed to the department chair assignment for those faculty appointed March 2006 pay period or later to serve for the first time in 12-month department chair classification code 2481. The total stipend amount shall be deducted from the salaries of department chairpersons on the date that the chairperson assignment ends.
3. All stipend adjustments made pursuant to paragraph 2 above to twelve (12) month Department Chairs in class code 2481 who are at the rank of Assistant Professor or Associate Professor shall not exceed the maximum rate of pay on the salary schedule for either of these ranks.
4. CSU and CFA agree that all matters and issues concerning the parties' Department Chair grievance that was presented to Snow (3-02-088), including Arbitrator Snow's Opinion and Award dated February 23, 2004 and the remedy question submitted to Arbitrator Angelo and scheduled for March 15, 2006, have been fully and completely resolved.

5. The March 15, 2006 arbitration date will be cancelled and the grievance closed as settled.
6. The CFA, on its own behalf and on behalf of all of the members of bargaining unit 3, hereby fully releases and forever discharges the State of California, the Trustees of the CSU, and each of their officers, agents and employees, and agrees to hold CSU harmless, from any and all claims causes of action and liabilities related to the benefits provided to faculty unit employees concerning stipends for Academic Year and 12-month Department Chairs, other than claims, causes of action and liabilities arising under the expressed terms of this Settlement Agreement.
7. No supplement, modification, waiver, or amendment with respect to the Agreement shall be binding unless executed in writing by the parties against whom enforcement of such supplement, modification, waiver, or amendment is sought.

By signing below the parties witness their agreement to all the terms and conditions of this Settlement Agreement.

For the California State University



Samuel A. Strafaci
Assistant Vice Chancellor
Human Resources



Cordelia Ontiveros
Senior Director
Academic Human Resources

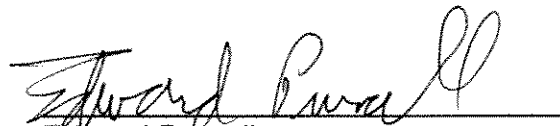
For the California Faculty Association



John Travis
President



Bob Muscat
General Manager



Edward Purcell
Director of Representation

Date: 1/20/06

Date: 1/20/06

Attachment A
Department Chair \$6,000 Bonus Payments

Campus	CFA Employee
Bakersfield	Alali, Andy O.
Bakersfield	Cohn, Kim C.
Bakersfield	Deegan II, Jess F.
Bakersfield	Diboll, Donald C.
Bakersfield	Kerzie, Ted L.
Bakersfield	Kessler, Gary E.
Bakersfield	Pawlowski, Merry M.
Bakersfield	Roberts, Sharon K.
Bakersfield	Schmidt, Josephine A.
Bakersfield	Shakoori, Khosrow N.
Bakersfield	Talamantes, Jorge R.
Bakersfield	Wang, Huaqing
Bakersfield	Zachlod, Michelle G.
Channel Islands	Mendiguren, Elizabeth H.
East Bay	Avent, Jan R.
East Bay	Baggins, David S.
East Bay	Bauer, Rainer L.
East Bay	Beeson, Diane R.
East Bay	Carmichael, Benjamin G.
East Bay	Langan, William J.
East Bay	Luibrand, Richard T.
East Bay	Monat, Alan
East Bay	Motavalli, Saeid
East Bay	Paige, Barbara R.
East Bay	Price, Laurie J.
East Bay	Reiter, Edna E.
East Bay	Smith, Timothy M.
Fresno	Adams, Katherine L.
Fresno	Bengiamin, Nagy N.
Fresno	Benninga, Jacques S.
Fresno	Brian, Nancy K.
Fresno	Chen, Kuang C.
Fresno	Crossfield, James K.
Fresno	Crossley, John C.
Fresno	Cuellar, Alfredo M.
Fresno	Diaz, Jose A.
Fresno	Duttarer, Janet K.
Fresno	Freed, Donald B.
Fresno	Hatcher, Myron E.
Fresno	Henderson, Joan C.
Fresno	Herrera, Juan F.
Fresno	Katkanant, Vanvilai
Fresno	Kiyuna, Ronald S.
Fresno	Kus, James S.
Fresno	Mardon, Russell J.
Fresno	Marhenke, Ronald L.
Fresno	McKinley, Kathleen S.
Fresno	Paglierani, Gary

Attachment A
Department Chair \$6,000 Bonus Payments

Campus	CFA Employee
Fresno	Priest, Donald M.
Fresno	Ross, David A.
Fresno	Schreiber, Frederick E.
Fresno	Suen, Chi-Yeung John
Fresno	Walton, James E.
Fresno	Yeung, Henderson C.
Fullerton	Cardenas, Isaac
Fullerton	Fink, Edward J.
Fullerton	Foster, John H.
Fullerton	Gethaiga, Wacira W.
Fullerton	Hogan, Mikel M.
Fullerton	Hubbard, Benjamin J.
Fullerton	Karge, Belinda D.
Fullerton	Kottler, Jeffrey A.
Fullerton	Lloyd, William J.
Fullerton	Parman, Susan M.
Fullerton	Russell, J. Michael
Fullerton	Yopp-Edwards, Ruth Y.
Maritime	Bagheri, Nader
Maritime	Stewart, Robert J.
Monterey Bay	Bhatti-Hauge, Robina
Monterey Bay	Bonace, Barbara J.
Monterey Bay	Curry, Renee R.
Monterey Bay	Hasegawa, Chris T.
Monterey Bay	Judson, Kim M.
Monterey Bay	McEady, Betty J.
Monterey Bay	Pierce, Donald C.
Monterey Bay	Sleeter, Christine E.
Monterey Bay	Tao, Yih C. (Eric)
Monterey Bay	Urioste, Donaldo
Pomona	Levine, Iris
Sacramento	Anker, Andrew K.
Sacramento	Burton, Dudley J.
Sacramento	Gray, Steven
Sacramento	Gregg, Mignon
Sacramento	Landis, Judson R.
Sacramento	Malroutu, Yamini L.
Sacramento	Mark, Gregory Y.
Sacramento	Sexton, Terri A.
San Luis Obispo	Alptekin, Sema E.
San Luis Obispo	Bieзад, Daniel J.
San Luis Obispo	Bomstad, Linda K.
San Luis Obispo	Borin, Norm A.
San Luis Obispo	Cirovic, Michael M.
San Luis Obispo	Conway, James R.
San Luis Obispo	Devore, Jay L.
San Luis Obispo	Kann, David J.
San Luis Obispo	Levenson, Harvey R.

Attachment A
Department Chair \$6,000 Bonus Payments

Campus	CFA Employee
San Luis Obispo	Martinez Jr., William
San Luis Obispo	McKim, Patrick C.
San Luis Obispo	Nelson, Linden L.
San Luis Obispo	Saenz, Richard A.
San Luis Obispo	Swanson, Clifton
San Marcos	Bennett, Vivienne L.
San Marcos	Brown, Robert W.
San Marcos	Chien, David
San Marcos	Golich, Vicki L.
San Marcos	Morris, George H.
San Marcos	Pershing, Linda L.
San Marcos	Rolle-Rissetto, Silvia
San Marcos	Seleski, Patricia S.
San Marcos	Thomas, Marie D.
Stanislaus	Aly, Nael A. E.
Stanislaus	Bowen, James C.
Stanislaus	Carter, Thomas J.
Stanislaus	Clark, Nancy J.
Stanislaus	Erickson, Edward C.
Stanislaus	Flores, Juan M.
Stanislaus	Hendricks, Judith J.
Stanislaus	Littlewood, Ian M.
Stanislaus	Lopez-Contreras, Enrique
Stanislaus	Luevano, Richard L.
Stanislaus	Marshall, Susan L.
Stanislaus	Miller-Antonio, Sari
Stanislaus	Olivant, David M.
Stanislaus	Shiple, Kathleen N.
Stanislaus	Taniguchi, Nancy J.
Stanislaus	Thomas, Stephen R.
Stanislaus	Tsacle, Alfred G.
Stanislaus	Tuedio, James A.
Stanislaus	VanRegenmorter, Robert J.
Stanislaus	Watkins, Cathy L.

Total Count **130**

Attachment B

Twelve Month Chairs paid the provision 31.25 minimum stipend amount:

If the chairperson is paid the minimum stipend amount indicated in provision 31.25, the following formula will be used to calculate the new stipend amount:

New Stipend amount = [(Administrative Fraction) * (Monthly Basepay without current stipend)*(4.5%)] + (Current Stipend Amount)

Example 1: Department Chairperson has an administrative fraction of 1.0, a monthly basepay of \$7120, and a current stipend of \$120

New Stipend Amount: $[(1.0)*(\$7120-120)*(4.5\%)]+(120)= \435

Example 2: Department Chairperson has an administrative fraction of 0.4, a monthly basepay of \$7080, and a current stipend of \$80.

New Stipend Amount: $[(0.4)*(\$7080-80)*(4.5\%)]+(80)=\206

Twelve Month Chairs paid greater than the provision 31.25 minimum stipend amount:

If the chairperson's current stipend is greater than the minimum stipend amount indicated in provision 31.25, the above formula will be used to calculate a new stipend amount, and the result of the calculation will be compared to the current stipend amount paid to the department chair. The chairperson's total stipend will be the greater of either the new stipend amount or the current stipend amount.

Example 3: Department Chairperson has an administrative fraction of 1.0, a monthly basepay of \$7200, and a current stipend of \$200 (instead of a provision 31.25 minimum of \$120)

- New Stipend Amount Formula: $[(1.0)*(\$7200-200)*(4.5\%)]+(120) = \435
- $\$435 > \200
- Total Stipend Amount = \$435

Example 4: Department Chairperson has an administrative Fraction of 0.6, a monthly basepay of \$7500, and a current stipend of \$500 (instead of a provision 31.25 minimum of \$120)

- New Stipend Amount Formula: $[(0.6)*(\$7500-500)*(4.5\%)]+(120) = \309
- $\$309 < \500
- Total Stipend Amount = \$500