THE CALIFORNIA STATE UNIVERSITY
Office of the Chancellor
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Date: December 15, 1995
Code: TECHNICAL LETTER
To: Deans/Associate Vice Presidents, Academic Personnel
Personnel Officers
Payroll Supervisors

From: Cathy Robinson, Senior Director
Human Resources Administration

Jeanne Picard, Director
Academic Personnel Services

Subject: 1995/96 CALIFORNIA FACULTY ASSOCIATION SALARY PROGRAM

This memorandum is intended to clarify the maximum salary levels available to lecturer faculty under the terms of the new Unit 3 Memorandum of Understanding.

Lecturers whose salaries are advanced according to the provisions of Article 12.9 of the Unit 3 MOU are subject to the same general salary restrictions as applied to tenure-track faculty. You may wish to refer to Article 31.43 of the Unit 3 MOU and related correspondence dated 10/6/95 (copies attached). Except for receipt of one or more performance-based salary increases, an employee’s salary advancement within each lecturer pay range may not exceed the levels specified below.

<table>
<thead>
<tr>
<th>Title Range</th>
<th>Maximum Step, Old Salary Scale</th>
<th>Maximum Step, New Salary Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer L</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Lecturer A</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Lecturer B</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Lecturer C</td>
<td>18</td>
<td>15</td>
</tr>
<tr>
<td>Lecturer D</td>
<td>20</td>
<td>9</td>
</tr>
</tbody>
</table>

Maximum salary levels for lecturers, like maximum service-based salary levels for other faculty employees, are now invisible to the payroll system and must be monitored by each campus. Campuses will be notified when payroll system modifications are in place to assist in this process.

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Presidents All Without Attachments
Vice Chancellors, Human Resources and Operations Vice Presidents, Administration
Vice Presidents, Academic Affairs Business Managers

Employees Relations Designees
On a related matter, and in response to a number of campus inquiries, please be advised that there was no negotiated change to local campus policies regarding the effective dates of lecturer step increases pursuant to Article 12.9. Therefore, the award of any such increases may be prospective, or may be retroactive to the beginning of the current fall term. Each campus is advised to follow its past practice in determining the effective date of lecturer salary adjustments which are implemented during the 1995-96 year, pursuant to Article 12.9.

Questions regarding salary step limits for lecturer employees may be directed to Jeanne Picard at (310) 985-2694. Questions concerning the application of Article 12.9 for lecturer employees may be directed to Sam Strafaci, Senior Director, Employee Relations at (310) 985-2670.

JP/cjd
Attachments