THE CALIFORNIA STATE UNIVERSITY
Office of the Chancellor
400 Golden Shore
Long Beach, California 90802-4275
(562) 985-2676

Date: September 11, 1997
Code: TECHNICAL LETTER
HR/SA 97-06
Supplement #1

To: Associate Vice Presidents/Deans of Faculty
   Personnel Officers
   Payroll Officers

From: Cathy Robinson
   Senior Director
   Human Resources Administration

Subject: Lecturer Classifications - Criteria for Appointment to Revised Salary Ranges

The California State University has reached Agreement with the California Faculty Association on implementation of the revision to the Unit 3 lecturer salary schedule which was effective July 1, 1997. This Agreement expands the changes that were outlined in HR/SA 97-06. The salary ranges for Lecturer class codes 2331, 2359, 2358, and 2308 have been revised and appointment to these classes is as follows:

- Appointments shall not be made in Range B, steps one (1) through four (4) beyond December 31, 1997. However, Lecturers who have a current multi-year appointment may continue in these steps until their next appointment. (Please refer to HR/SA 97-06.)
- Steps one (1) through four (4) in Range B will be eliminated once they are no longer populated.
- Four (4) salary steps shall be added to the top of Ranges B, C, and D.

The criteria for appointment to these class codes are outlined in the Memorandum of Understanding - Lecturer Salary Schedule which is attached.

Also attached is a copy of the Memorandum of Understanding for the Librarian salary schedule changes which were outlined in HR/SA 97-06.

Questions regarding this information should be directed to Cordelia Ontiveros at (562) 985-2694.

CR/CO/pc
Attachments

Distribution:

- Presidents
- Interim Senior Director, Human Resources
- Vice Presidents, Academic Affairs
- Vice Presidents, Administration
Memorandum Of Understanding
Lecturer Salary Schedule

The parties agree that the Unit 3 lecturer salary schedule (i.e., Class Codes 2331, 2359, 2358 and 2308) shall be amended as follows:

1. No later than January 1, 1998, Steps 1 through 4 in Range B shall not be populated by new appointments.

2. Employees already appointed (with a start date prior to January 1, 1998) in Steps 1 through 4 in Range B shall be allowed to remain in their current step in Range B until their current appointment expires. Thereafter, these employees shall not be placed on these steps as a result of any subsequent appointment. Instead, they may be placed in the steps in Range A with the same rates of pay as those in Steps 1 through 4 in Range B.

3. The movement from Range B to a salary step in Range A as a result of paragraphs 1 and 2 above is a technical change required due to the modification of the salary schedule. This change shall not affect the rights under the Agreement with regard to step and range movement in the future for employees affected by this Memorandum of Understanding.

4. Whenever subsequent salary advancement takes place for employees moved from Range B to Range A pursuant to paragraph 1 or 2 above, so as to require a salary equivalent to the new minimum step of Range B, then placement shall be at that new minimum step of Range B, and not in the step in Range A with the same rate of pay. These employees shall not be required to comply with any “range elevation” policy requirements in order to return to the new minimum step of Range B as amended by this Memorandum of Understanding.

5. Steps 1 through 4 in Range B shall be eliminated once they are no longer populated.

6. Four salary steps shall be added to the top of Ranges B, C, and D.

For the California State University

Date: 9/8/97

For the California Faculty Association

Date: 9/8/97
Memorandum Of Understanding
Librarian Salary Schedule

The parties agree that the Unit 3 librarian salary schedule (i.e., class codes 2919, 2920, 2913, 2914) shall be amended as follows:

1. Steps 1 through 4 in the Senior Assistant classification shall not be populated by new appointments.

2. Steps 1 through 4 in the Senior Assistant classification shall be eliminated once they are no longer populated.

3. Four salary steps shall be added to the top of the Senior Assistant, Associate, and Librarian classifications.

4. Those librarians currently in Steps 1 through 4 in the Senior Assistant classification shall continue to move on the schedule in compliance with Article 31 of the collective bargaining Agreement.

For the California State University

[Signature]

Date: 9/4/87

For the California Faculty Association

[Signature]

Date: 9/8/97