

Date: June 13, 2013

Code: TECHNICAL LETTER
HR/Salary 2013-09

To: Associate Vice Presidents/Deans of Faculty
Human Resources Officers
Payroll Managers

From: Evelyn Nazario 
Associate Vice Chancellor
Human Resources Management & CO HR Services

Margaret Merryfield 
Senior Director
Academic Human Resources

Subject: Implementation of Faculty (Unit 3) Campus-based Equity Programs

Overview

Audience: Associate Vice Presidents/Deans of Faculty, Academic Personnel Managers, Campus Payroll Managers and/or campus designees responsible for faculty payroll processing

Action Item: Implementation of equity increases effective July 1, 2013

Affected Employee Group(s)/Unit(s): Faculty employees (Unit 3)

Summary

The 2012-2014 Collective Bargaining Agreement between the California State University and the California Faculty Association allows campuses to establish equity increase programs. The CSU has agreed to provide equity increases to individuals at each campus who have priority for awards under provisions 31.11-31.13 of the CBA, effective July 1, 2013. Campus designees with responsibility for administration of faculty salary programs should review the remainder of this letter for detailed information on processing these awards. An Inside Edge webcast will be held on June 20, 2013 to discuss the implementation of this program.

Provision 31.10 of the 2012-2014 Collective Bargaining Agreement between the California State University and the California Faculty Association states, "The President may establish an equity increase program for fiscal year 2012/13 or 2013/14." The CSU has agreed to provide equity increases to all individuals who are eligible for priority awards under the terms of provisions 31.11 through 31.13 of the CBA, effective July 1, 2013, provided that the CSU receives the level of state appropriations that were proposed in the Governor's January 2013 budget. This letter provides information regarding the conditions that apply to campus-based equity programs, as well as processing instructions for equity increases.

General Provisions for Campus Equity Programs

❖ **Eligibility**

Eligibility for awards is limited to individuals who are employed at the campus as faculty unit employees at the time of program implementation. Rehired annuitants and participants in the Faculty Early Retirement Program (FERP) are not eligible for awards. The collective bargaining agreement between the CSU and the CFA establishes first priority for awards to those faculty members who received equity awards pursuant to a Memorandum of Understanding between the CSU and the CFA dated 8/18/2010

Distribution:

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

Vice Presidents, Administration
Budget Officers
HR Professionals
State Controller's Office/PPSD

(Appendix I of the 2012-2014 CBA and Attachment B to this technical letter). Refer to [HR/Salary 2010-22](#) for information on the administration of the 2010 program. If sufficient funds are allocated at a campus to provide full awards to all individuals with priority based on the 2010 equity awards program, the President may make additional awards to address campus equity issues including, but not limited to, discipline-based salary inversion and compaction.

❖ **Determination of Award Amounts for Individuals with Priority Based on the 2010 Equity Awards Program**

For faculty members who are otherwise eligible and have priority for awards based on receipt of an award in the 2010 equity awards program, the award amount is determined as follows.

- Determine the full award that would have been made had the 2008/09 equity program developed by the Equity Oversight Committee been implemented. This program is described in Appendix G of the CBA and included here as Attachment C.
- Subtract the actual award made in the 2010 equity program from the full award. This is the “presumptive award”.
- Determine whether the faculty member received any of the following:
 - An increase for market;
 - A Post-Promotion Increase; or
 - An increase upon promotion in excess of 7.5%.
- If the faculty member received any of the above salary increases, subtract the amount of the increase from the presumptive award.
- The difference after subtracting any increases for market, Post-Promotion Increases, or the amount of a promotion increase that exceeded 7.5% is the actual equity increase to be awarded.

Example 1: Professor Jones was an associate professor (academic year) in 2008 making \$5,197 per month, or \$62,364 annually. She became an associate professor in fall 2006. In 2010, she was evaluated for an equity award under the terms of the 2010 MOU. Since she entered the rank of associate professor in 2006, and her annual salary was less than the “benchmark” salary for that year of \$68,688, she was awarded an equity increase of \$84 per month (\$1,008 per year), bringing her new salary (retroactive to July 1, 2008) to \$5,281 per month, or \$63,372 annually.

According to Appendix G, a full equity award would have been \$527 per month or \$6,324 per year. (This amount is the difference between her actual salary in 2008 and the benchmark salary.) Since she had already received \$84 per month, her “presumptive award” is \$527 – \$84, or \$443 per month (\$5,316 per year).

In fall 2011 Professor Jones was promoted to professor. Her base salary in 2011 prior to promotion was \$5,283 per month. (The difference of \$2 per month between her post-equity salary in 2008 and her salary prior to promotion was the result of a General Salary Increase (GSI) of 0.045% in September 2010. The GSI does not reduce the equity award.) After promotion, Professor Jones’s new base salary was \$6,011 per month, the minimum for the full professor rank. The increase of \$728 per month represented an increase of 13.78%. An increase of 7.5% would have been \$397 per month. Subtracting \$397 from \$728, the *difference* is \$331 per month. This is the amount by which the presumptive award should be adjusted.

- \$443 - \$331 = \$112

The final equity award is \$112 per month, or \$1,334 annually.

Example 2: Professor Lee was an associate professor on July 1, 2008 earning \$6,000 per month (\$72,000 per year). Professor Lee was promoted to associate professor in fall 2005. The benchmark salary for associate professors who entered the rank in 2005/06 was \$70,056. Since Professor Lee’s salary was greater than the benchmark, he received a Year of Entry into Rank (YER) award in 2010.

This award was \$32 per month, or \$384 per year, bringing Professor Lee's new salary to \$6,032 per month (\$72,384 per year).

Professor Lee was promoted to professor effective fall 2010. He received a 7.5% increase upon promotion. The only other salary increase he received after July 1, 2008 was the 0.045% GSI in 2010. His current salary is \$6,488 per month, or \$77,856 per year.

Professor Lee's full equity award based on YER would have been \$200 per month, or \$2400 per year. His presumptive award is:

- \$200 – 32 = \$168 per month (\$2,016 per year)

Because Professor Lee did not receive a PPI or market increase, and his promotion increase was 7.5%, his **actual equity award** is equal to his presumptive award of **\$168 per month, or \$2,016 per year**.

❖ **Campus-based Equity Programs Pursuant to Provision 31.14**

Provision 31.14 of the CBA states that, "After all presumptive awards have been distributed in their full amount pursuant to 31.11-31.13, the President may make additional awards to address campus equity issues, including, but not limited to, discipline-based salary inversion and compaction." While the CBA does not specify the procedures and criteria to be used in determining the distribution of awards under this provision, it states that the President shall consult with representatives of the campus CFA chapter in developing those procedures and criteria. Such an awards program, if implemented, may be implemented at any time after all the priority awards described in Provisions 31.11 through 31.13 have been distributed.

Additional Information

Receipt of an equity award may reduce the employee's SSI eligibility. Therefore, once the awards have been applied, the campus must review the SSI counters for award recipients and adjust as appropriate.

Salaries for counselors, coaches, librarians, and associate professors may not exceed the salary range maximum as a result of the application of an equity increase. **Please note:** Under certain circumstances, full professors may be paid over the salary range maximum. As a reminder, salary in excess of the published maximum in the salary schedule is non-reportable to CalPERS and is not includable in determining the employee's final compensation for purposes of calculating the retirement benefit. Please see [HR/Benefits 2007-17](#) for additional information regarding notification requirements to the employee.

There will be an Inside Edge presentation on the Equity Awards program and other faculty-related topics on June 20, 2013. A separate announcement will be distributed.

Processing instructions are provided in Attachment A.

Please direct questions regarding this technical letter as follows:

PIMS processing instruction	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	Academic Human Resources at (562) 951-4503

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

PROCESSING INSTRUCTIONS
 Equity Awards Pursuant to provisions 31.11 – 31.13

PIMS EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	Campus
Processing Date(s):	
Effective Date:	July 1, 2013
PIMS Transaction:	CRO
Detailed Transaction Code (Item 719):	N/A
EH Remarks (Item 215):	HR/SA 2013-09
Pay Amount:	Varies
Pay Form:	Base Salary Increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	<ul style="list-style-type: none"> • Increases are effective 7/01/13 for employees on NDI supplementing with Catastrophic Leave (S49 Transaction, Item 957 = 40) on 7/01/13. • Increases for employees on leave (non-pay status) on 7/01/13 are to have the increase keyed via the CRO transaction effective the date the employees returns to active pay status.
Additional Information:	<ul style="list-style-type: none"> • Enter any base salary increase amount over the salary range maximum in Item 815 – Red Circle Rate/Plus Salary. Employees must be notified of impact to CalPERS (e.g., salary not includable compensation for the purposes of retirement.) • Salaries for Associate Professors, Associate-equivalent Coaches, Librarians and Counselors and Full-equivalent Coaches, Librarians, and Counselors may not exceed the salary range maximum as a result of application of an equity increase. • Adjust Item 958, SSI Counter and Final Anniversary Date and Item 330 Anniversary Date as appropriate.
SCO Personnel Letter:	N/A

CMS PROCESSING INFORMATION:	
Workforce Administration:	<ul style="list-style-type: none"> • Action/Reason: PAY/MOU (CRO) • Effective Date: July 1, 2013 • Comp Rate: Varies • Empl History Remarks: HR/SA 2013-09 • Anniversary Month, Anniversary Year, Anniversary Code, Faculty SSI Remaining (Item 958): Update as appropriate • Anniversary Code (Item 330): Update as appropriate
Temporary Faculty:	• N/A
Benefits:	• N/A
Time and Labor:	• N/A
Leave Accounting:	• N/A
Absence Management:	• N/A
Labor Cost Distribution:	• N/A
Additional Instructions:	• N/A

PROCESSING INSTRUCTIONS
 Campus-based Equity Programs Pursuant to Provision 31.14

PIMS EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	Campus
Processing Date(s):	
Effective Date:	At the beginning of a pay period on or after July 1, 2013
PIMS Transaction:	SCR
Detailed Transaction Code (Item 719):	53
EH Remarks (Item 215):	HR/SA 2013-09
Pay Amount:	Varies
Pay Form:	Base Salary Increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	<ul style="list-style-type: none"> • Increases are effective at the beginning of a pay period on or after 7/01/13 for employees on NDI supplementing with Catastrophic Leave (S49 Transaction, Item 957 = 40) on or after 7/01/13. • Increases for employees on leave (non-pay status) on or after 7/01/13 are to have the increase keyed via the SCR transaction effective the date the employees returns to active pay status.
Additional Information:	<ul style="list-style-type: none"> • If effective the same day, (July 1, 2013), the campus-based equity increase must be posted on top of the equity award processed via CRO transaction. • Enter any base salary increase amount over the salary range maximum in Item 815 – Red Circle Rate/Plus Salary. Employees must be notified of impact to CalPERS, e.g., salary not includable compensation for the purposes of retirement. • Salaries for Associate Professors, Associate-equivalent Coaches, Librarians and Counselors and Full-equivalent Coaches, Librarians, and Counselors may not exceed the salary range maximum as a result of application of an equity increase. • Adjust Item 958, SSI Counter and Final Anniversary Date and Item 330 Anniversary Date as appropriate.
SCO Personnel Letter:	N/A

CMS PROCESSING INFORMATION:	
Workforce Administration:	<ul style="list-style-type: none"> • Action/Reason: PAY/EQU (SCR) • Effective Date: at the beginning of a pay period on or after July 1, 2013 • Comp Rate: Varies • Empl History Remarks: HR/SA 2013-09 • Anniversary Month, Anniversary Year, Anniversary Code, Faculty SSI Remaining (Item 958): Update as appropriate • Anniversary Code (Item 330): Update as appropriate
Temporary Faculty:	• N/A
Benefits:	• N/A
Time and Labor:	• N/A
Leave Accounting:	• N/A

Memorandum of Understanding

Between the California Faculty Association and the California State University

Regarding the

Distribution of Unused Rollover Funds from Year One of the Equity Increase Program

Pursuant to the Equity Increase Program established in Article 31.17 of the parties' May 15, 2007 - June 30, 2010 Collective Bargaining Agreement ("CBA"), the parties agree to distribute approximately one million dollars (\$1,000,000) in unused rollover funds for base salary increases from the Year One Equity Increase Program in Academic Year 2007-08, to Associate, Full Professors and Associate-Equivalent and Full-Equivalent Counselors, Coaches, and Librarians (CCL) as follows:

1. Associate Professors.

a. Eligibility

An individual shall be treated as an eligible Associate Professor for the purposes of this program if all of the following requirements are met:

- i. The individual was an Associate Professor on July 1, 2008 and active or on leave as an Associate or Full Professor on October 1, 2010;
- ii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;
- iii. The individual was not promoted to or appointed as Associate Professor before July 1, 2001;
- iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA; and
- v. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

b. Amount of Increase.

Each eligible Associate Professor shall receive either a Year of Entry into Rank ("YER") Award or a Benchmark ("BMK") Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Associate Professors are calculated on the basis of Table A below.

Table A. Calculation of YER and Benchmark Awards for Associate Professors					
Year of Promotion	Years in Rank	Annual YER Award (AY)	Annual YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not eligible	Not eligible	Not eligible	Not eligible
2007/08	1	\$0	\$0	\$67,344	\$77,508
2006/07	2	\$384	\$444	\$68,688	\$79,056
2005/06	3	\$384	\$444	\$70,056	\$80,640
2004/05	4	\$444	\$516	\$71,460	\$82,248
2003/04	5	\$444	\$516	\$72,888	\$83,892
2002/03	6	\$348	\$408	\$72,888	\$83,892
2001/02	7	\$348	\$408	\$72,888	\$83,892
Before 2001/02	8+	\$0	\$0	\$0	\$0

The annual amount of the Year in Rank (YER) award shall be equal to the amount in Table A above.

Benchmark (BMK) awards shall be calculated as follows:

- a. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table 1.
- b. The difference (up to a maximum of \$7,000) shall be multiplied by 0.159. This amount is the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than \$7,000, the annual benchmark award shall be set at \$1,116.

2. Full Professors.

a. Eligibility.

An individual shall be treated as an eligible Full Professor for the purposes of this program if all of the following requirements are met:

- i. The individual was a Full Professor on July 1, 2008 and active or on leave as a professor on October 1, 2010;
- ii. The individual is not a rehired annuitant or participant in FERP at the time of implementation; and
- iii. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase.

Each eligible Full Professor shall receive either a YER Award or a BMK Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Full Professor are calculated on the basis of Table B below.

Table B. Calculation of Year of Entry into Rank or Benchmark Awards for Full Professors					
Year of Promotion	Years in Rank	Annual YER Award (AY)	Annual YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not Eligible	Not Eligible	Not Eligible	Not Eligible
2007/08	1	\$0	\$0	\$80,388	\$92,508
2006/07	2	\$0	\$0	\$82,524	\$94,956
2005/06	3	\$0	\$0	\$84,708	\$97,476
2004/05	4	\$0	\$0	\$87,012	\$100,284
2003/04	5	\$0	\$0	\$87,012	\$100,284
2002/03	6	\$0	\$0	\$87,012	\$100,284
2001/02	7	\$156	\$180	\$87,012	\$100,284
2000/01	8	\$156	\$180	\$87,012	\$100,284
1999/00	9	\$156	\$180	\$87,012	\$100,284
1998/99	10	\$156	\$180	\$87,012	\$100,284
1997/98	11	\$156	\$180	\$87,012	\$100,284
1996/97	12	\$156	\$180	\$87,012	\$100,284
before 1996/97	13+	\$0	\$0	\$87,012	\$100,284

The annual amount of the YER award shall be equal to amount in Table B above.

Benchmark awards shall be calculated as follows:

- a. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table B above.
 - b. The difference (up to a maximum of \$7,000) shall be multiplied by 0.159. This amount is the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than \$7,000, the annual benchmark award shall be set at \$1,116.
3. Associate-Equivalent Coaches, Counselors, and Librarians (CCL).

a. Eligibility.

An individual shall be treated as an Associate-Equivalent CCL for the purposes of this program if all of the following requirements are met:

- i. The individual was an Associate-Equivalent CCL on July 1, 2008 and active or on leave as an Associate-Equivalent or Full-Equivalent CCL on October 1, 2010.
- ii. If an Associate-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008 and on October 1, 2010;
- iii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;
- iv. The individual was not promoted to or appointed as Associate-Equivalent CCL before July 1, 2001 ;

- v. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA; and
- vi. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

b. Amount of Increase.

Associate Equivalent CCLs who meet the eligibility requirements above shall receive a YER award pursuant to Table A above for his or her Year of Promotion to Associate-Equivalent CCL. The award shall be applied to base salary. Associate-Equivalent CCLs are not eligible for Benchmark Awards.

4. Full-Equivalent CCLs.

a. Eligibility.

Each Full-Equivalent CCL is eligible for an Equity Increase in AY 2008-09 if all of the following requirements are met:

- i. The individual was a Full-equivalent CCL on July 1, 2008 and active or on leave as an Full-equivalent CCL on October 1, 2010;
- ii. If a Full-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008 and on October 1, 2010;
- iii. The individual is not a rehired annuitant or participant in FERP at the time of implementation; and
- iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase.

Each eligible Full-Equivalent CCL shall receive either a YER Award or a BMK Award, whichever is higher, except that otherwise eligible Full Equivalent CCLs who were promoted to their current rank in AYs 2002-03 through 2007-08 or before AY 1996-97 and whose salary is higher than the BMK Rate shall receive neither a YER Award nor a BMK Award. The award shall be applied to base salary. Equity Increases for Full-Equivalent CCLs are calculated on the basis of Table C below.

Table C. Calculation of Year of Entry into Rank or Benchmark Awards for Full Professor -Equivalent CCLs					
Year of Promotion	Years in Rank	Annual YER Award (AY)	Annual YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not Eligible	Not Eligible	Not Eligible	Not Eligible
2007/08	1	\$0	\$0	\$76,368	\$87,888
2006/07	2	\$0	\$0	\$78,396	\$90,204
2005/06	3	\$0	\$0	\$80,472	\$92,604
2004/05	4	\$0	\$0	\$82,656	\$95,268
2003/04	5	\$0	\$0	\$82,656	\$95,268
2002/03	6	\$0	\$0	\$82,656	\$95,268
2001/02	7	\$156	\$180	\$82,656	\$95,268
2000/01	8	\$156	\$180	\$82,656	\$95,268
1999/00	9	\$156	\$180	\$82,656	\$95,268
1998/99	10	\$156	\$180	\$82,656	\$95,268
1997/98	11	\$156	\$180	\$82,656	\$95,268
1996/97	12	\$156	\$180	\$82,656	\$95,268
before 1996/97	13+	\$0	\$0	\$82,656	\$95,268

The annual amount of the YER award shall be equal to amount in Table C above.

Benchmark awards shall be calculated as follows:

1. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table C.
2. The difference (up to a maximum of \$7,000) shall be multiplied by 0.159. This amount is the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than \$7,000, the annual benchmark award shall be set at \$1,116.

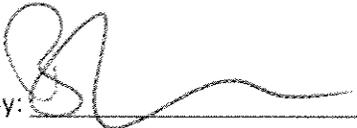
5. Miscellaneous Provisions.

1. This program shall be implemented as of the October 2010 pay period. Base salary changes shall have an effective date of July 1, 2008.
2. Equity Increases provided pursuant to this MOU will not be deducted from the salary of any Associate Professor, Full Professor, or CCL to determine whether the faculty unit employee has received the maximum number of allowable Service Salary Increases, and Article 31.19 of the CBA shall be inapplicable to such Equity Increases.
3. Salaries for Associate Professors, Associate-equivalent CCLs, and Full-equivalent Counselors and Coaches may not exceed the salary range maximum as a result of application of an Equity Increase.
4. No later than January 1, 2011, the CSU shall provide CFA with an accounting of the funds distributed under this Agreement. If less than \$1,000,000 has been spent on base salary equity increases as a result of the implementation of this Agreement, the parties agree to meet and confer over the on-going distribution of the unspent funds. This meet and confer obligation

supersedes the requirements of Article 31.17(a)(6) of the CBA with regard to the disposition of any rollover funds covered by this agreement.

FOR THE CALIFORNIA FACULTY ASSOCIATIONS

FOR THE CALIFORNIA STATE UNIVERSITY

By:  Date: 8/18/10

Bernhard Rohrbacher
Director of Representation

By:  Date: 8/18/10

Appendix G

Equity Oversight Committee Framework for the Equity Program for Associate and Full Professors and Equivalent Librarian, Counselor, and Coach Ranks

The following formulas and eligibility criteria were developed by the Equity Oversight Committee to determine the awards to be allocated in the contractual equity program for associate and full professors and the equivalent librarian, counselor, and coach employees, as described in Article 31.11 of the Collective Bargaining Agreement between the CSU and the CFA that expired June 30, 2010. These formulas shall be used to determine the presumptive awards for equity in provisions 31.10-31.16 of the current CBA.

1. Associate Professors

a. Eligibility

An individual shall be treated as an eligible Associate Professor for the purposes of this program if all of the following requirements are met:

- i. The individual was an Associate Professor on July 1, 2008
- ii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;
- iii. The individual was not promoted to or appointed as Associate Professor before July 1, 2001;
- iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.
- v. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

b. Amount of Increase

Each eligible Associate Professor shall receive either a Year of Entry into Rank ("YER") Award or a Benchmark ("BMK") Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Associate Professors are calculated on the basis of Table A below.

Table A. Calculation of YER and Benchmark Awards for Associate Professors					
Year of Promotion	Years in Rank	YER Award (AY)	YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not eligible	Not eligible	Not eligible	Not eligible
2007/08	1	\$0	\$0	\$67,344	\$77,508

2006/07	2	\$2400	\$2760	\$68,688	\$79,056
2005/06	3	\$2400	\$2760	\$70,056	\$80,640
2004/05	4	\$2808	\$3228	\$71,460	\$82,248
2003/04	5	\$2808	\$3228	\$72,888	\$83,892
2002/03	6	\$2208	\$2544	\$72,888	\$83,892
2001/02	7	\$2208	\$2544	\$72,888	\$83,892
Before 2001/02	8+	\$0	\$0	\$0	\$0

The annual amount of the Year in Rank (YER) award shall be equal to the amount in Table A above.

Benchmark (BMK) awards shall be calculated as follows:

- i. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table 1.
- ii. The difference (up to a maximum of \$6,996) shall be the benchmark award. If the difference is greater than \$6,996, the benchmark award shall be \$6,996.

2. Full Professors

a. Eligibility

An individual shall be treated as an eligible Full Professor for the purposes of this program if all of the following requirements are met:

- i. The individual was a Full Professor on July 1, 2008.
- ii. The individual is not a rehired annuitant or participant in FERP at the time of implementation.
- iii. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase

Each eligible Full Professor shall receive either a YER Award or a BMK Award, whichever is higher. The award shall be applied to base salary. Equity Increases for Full Professor are calculated on the basis of Table B below.

Table B. Calculation of Year of Entry into Rank or Benchmark Awards for Full Professors					
Year of Promotion	Years in Rank	YER Award (AY)	YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not Eligible	Not Eligible	Not Eligible	Not Eligible
2007/08	1	\$0	\$0	\$80,388	\$92,508
2006/07	2	\$0	\$0	\$82,524	\$94,956
2005/06	3	\$0	\$0	\$84,708	\$97,476
2004/05	4	\$0	\$0	\$87,012	\$100,284
2003/04	5	\$0	\$0	\$87,012	\$100,284
2002/03	6	\$0	\$0	\$87,012	\$100,284
2001/02	7	\$996	\$1152	\$87,012	\$100,284
2000/01	8	\$996	\$1152	\$87,012	\$100,284
1999/00	9	\$996	\$1152	\$87,012	\$100,284
1998/99	10	\$996	\$1152	\$87,012	\$100,284
1997/98	11	\$996	\$1152	\$87,012	\$100,284
1996/97	12	\$996	\$1152	\$87,012	\$100,284
before 1996/97	13+	\$0	\$0	\$87,012	\$100,284

The annual amount of the YER award shall be equal to amount in Table B above.

Benchmark awards shall be calculated as follows:

- i. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table B above.
- ii. The difference (up to a maximum of \$6,996) shall be the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than \$6,996, the annual benchmark award shall be set at \$6,996.

3. Associate-Equivalent Coaches, Counselors, and Librarians (CCL)

a. Eligibility

An individual shall be treated as an Associate-Equivalent CCL for the purposes of this program if all of the following requirements are met:

- i. The individual was an Associate-Equivalent CCL on July 1, 2008.
- ii. If an Associate-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008;
- iii. The individual did not receive a Year 1 Equity Increase in AY 2007-08;

- iv. The individual was not promoted to or appointed as Associate-Equivalent CCL before July 1, 2001 ; and
- v. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.
- vi. The individual is not a rehired annuitant or participant in FERP at the time of implementation.

b. Amount of Increase

Associate Equivalent CCLs who met the eligibility requirements above shall receive a YER award pursuant to Table A above for his or her Year of Promotion to Associate-Equivalent CCL. The award shall be applied to base salary. Associate-Equivalent CCLs are not eligible for Benchmark Awards.

4. Full-Equivalent CCLs

a. Eligibility

Each Full-Equivalent CCL is eligible for an Equity Increase in AY 2008-09 if all of the following requirements are met:

- i. The individual was a Full-equivalent CCL on July 1,; and
- ii. If a Full-equivalent Librarian or Counselor, the individual was in a tenured or probationary position on July 1, 2008;
- iii. The individual is not a rehired annuitant or participant on FERP at the time of implementation;
- iv. The individual's performance was judged at least "satisfactory" in his or her last Periodic Evaluation or Performance Review within the meaning of Article 15 of the CBA.

b. Amount of Increase

Each eligible Full-equivalent CCL shall receive either a YER Award or a BMK Award, whichever is higher, except that otherwise eligible Full Equivalent CCLs who were promoted to their current rank in AYs 2002-03 through 2007-08 or before AY 1996-97 and whose salary is higher than the BMK Rate shall receive neither a YER Award nor a BMK Award. The award shall be applied to base salary. Equity Increases for Full-Equivalent CCLs are calculated on the basis of Table C below.

Year of Promotion	Years in Rank	YER Award (AY)	YER Award (12 mo.)	Benchmark Rate (AY)	Benchmark Rate (12 mo.)
After 7/1/08	<1	Not Eligible	Not Eligible	Not Eligible	Not Eligible
2007/08	1	\$0	\$0	\$76,368	\$87,883
2006/07	2	\$0	\$0	\$78,398	\$90,208
2005/06	3	\$0	\$0	\$80,472	\$92,602
2004/05	4	\$0	\$0	\$82,661	\$95,270
2003/04	5	\$0	\$0	\$82,661	\$95,270
2002/03	6	\$0	\$0	\$82,661	\$95,270
2001/02	7	\$996	\$1152	\$82,661	\$95,270
2000/01	8	\$996	\$1152	\$82,661	\$95,270
1999/00	9	\$996	\$1152	\$82,661	\$95,270
1998/99	10	\$996	\$1152	\$82,661	\$95,270
1997/98	11	\$996	\$1152	\$82,661	\$95,270
1996/97	12	\$996	\$1152	\$82,661	\$95,270
before 1996/97	13+	\$0	\$0	\$82,661	\$95,270

The annual amount of the YER award shall be equal to amount in Table C above.

Benchmark awards shall be calculated as follows:

- i. The faculty member's annual salary as of 7/1/08 shall be subtracted from the applicable benchmark rate in Table C.
- ii. The difference (up to a maximum of \$6,996) shall be the benchmark award. If the difference between the benchmark rate and the faculty member's salary as of 7/1/08 is greater than \$6,996, the annual benchmark award shall be set at \$6,996.

5. Miscellaneous Provisions

- a. Equity Increases provided pursuant to this MOU will not be deducted from the salary of any Associate Professor, Full Professor, or CCL to determine whether the faculty unit employee has received the maximum number of allowable Service Salary Increases, and Article 31.19 of the CBA shall be inapplicable to such Equity Increases.
- b. Salaries for Associate Professors, Associate-equivalent CCLs, and Full-equivalent CCLs may not exceed the salary range maximum as a result of application of an Equity Increase.