

9/AS/17/FAC Temporary Faculty Range Elevation Policy for 2017-2018

- Whereas: CSU system practice suspended Service Step Increases over a decade ago; and
- Whereas: Temporary faculty employees are unable to qualify for a range elevation in salary until they have reached the SSI maximum for their current range, thus trapping them in a cycle where it is impossible to qualify for range elevation; therefore
- Be it Resolved: That the attached policy become effective immediately on recommendation of the Academic Senate and approval by the president; and be it further
- Resolved: That this policy supersedes the previous Temporary Faculty Range Elevation Policy (2/AS/08/FAC); and be it further
- Resolved: That this policy shall expire on May 31, 2018; and be it further
- Resolved: That FAC shall be directed to develop and recommend a permanent policy during the 2017-2018 academic year.

Rationale:

Range elevation is a salary increase lecturers can apply for once their base salary reaches the SSI maximum for their current range, and they have been in that range at least 5 years. Because of the lack of SSIs in multiple years, many lecturers have been stuck without any opportunity either for in-range salary increases, or the chance they would have gotten for range elevation had SSIs been paid. To address this, CFA and CSU administration bargained a Memorandum of Understanding (MOU) that provides for opportunities for lecturers facing this salary issue to apply for range elevation *one time only*.

The lecturers can apply only with the cohort designated in the MOU. The first cohort includes lecturers who have been in the same salary range for 12 or more “Full-Time Adjusted Service” years (i.e., the equivalent of 12 years full-time). That cohort may apply for range elevation *only* in Fall 2017. The second cohort includes lecturers with 9 or more years of such service, who may apply *only* in Fall 2018. The third includes lecturers with 6 or more years of service, who may apply *only* in Fall 2019.

The current policy for range elevation at CSU Stanislaus was passed in 2008. It is out of compliance with changes in the CBA since then, as well as out of compliance with an arbitration ruling from 2010 regarding evaluation criteria for range elevation. A policy that complies with the CBA is needed, for lecturers in the first cohort to be able to apply in Fall 2017.

Because of the urgency of needing a workable Range Elevation Policy, FAC is bringing forward this policy as an interim measure. In order to provide for a robust process of shared governance to form policies, the resolution stipulates that the proposed policy expires on May 31, 2018, and calls upon FAC to develop a policy in academic year 2017-18.

Temporary Faculty Range Elevation Policy, 2017-2018

- Purpose:** The purpose of this policy is to establish a means by which lecturers may be granted range elevation consistent with the CSU Faculty Collective Bargaining Agreement (CBA) (Article 12.16 to 12.21).

Definition: Range elevation refers to movement on the salary scale schedule for lecturers to the next range. Faculty awarded range elevation move from their current salary range to the next higher range (for example, from A to B), receive a salary increase consistent with Article 31 of the CBA, and become eligible for Service Salary Increase (SSIs) in the new range.

Eligibility: Lecturers and temporary librarian faculty unit employees who have served at least five (5) years in the current range and have reached the SSI maximum shall be considered eligible for range elevation. Any additional eligibility shall be according to the Unit 3 Collective Bargaining Agreement and relevant Memoranda of Understanding or amendments thereto.

Notification: On or before September 1, 2017, the campus shall notify lecturers eligible for range elevation. Failure to notify an eligible lecturer shall not be cause for automatic granting of range elevation. An eligible lecturer not properly notified may still apply for range elevation.

Effective Date: Range elevation, as well as applicable salary increases, shall take effect at the beginning of the first appointment in the academic year following review.

Criteria: Criteria for range elevation for temporary faculty (excluding coaches) shall be appropriate to the lecturer's work assignment (CBA Article 12.19). The basis for a recommendation to grant range elevation shall be a positive assessment of the overall quality of faculty performance in assigned work. Lecturers whose primary assignment is teaching will have demonstrated excellence in facilitating student learning by maintaining currency in their field and by refining and improving teaching practices based on self-reflection and assessment.

Application Process: Each applicant shall submit a letter to the appropriate department chair providing a rationale for range elevation, including reference to documentation in the applicant's Personnel Action File (PAF) to justify that rationale (e.g., CV, evaluations of work assignments, student comments/letters, and any letters demonstrating participating in faculty development or professional activities). Application letters shall be submitted by October 1, 2017 for review. The department chair shall submit the letter to the department committee charged with evaluating fulltime Temporary Faculty.

Review

- Process:** The department committee charged with evaluating Temporary Faculty (i.e., lecturers) shall review the application letter and contents of the applicant's PAF for the relevant period of review (employment in that range). Applying review criteria above, the department committee shall make a recommendation regarding range elevation by November 1, 2017. The recommendation shall be in the form of a memo to the university Provost. The Provost will render a decision and notify the applicant by November 30, 2017.
- Salary Increase:** In accordance with the Collective Bargaining Agreement, a successful range elevation award shall be accompanied by a salary increase of at least 5%.
- Authority:** The President shall grant range elevation based on recommendations from the university Provost.
- Denial:** Denial of range elevations shall be subject to appeal as specified in the CBA, Article 12.20.

Approved by the Academic Senate on May 9, 2017
Approved by President Ellen Junn on June 22, 2017