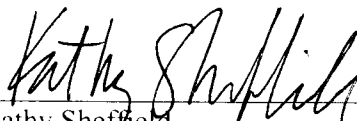


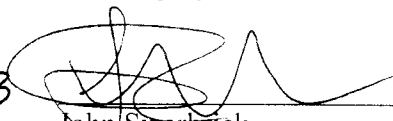
Memorandum of Understanding: Fiscal Year 2013/2014 General Salary Increase

Pursuant to Article 31.9, California Faculty Association (CFA) and California State University (CSU) agree to resolve salary and benefits issues according to the terms set forth below:

1. The CSU shall increase the annual compensation pool of Unit 3 members by \$19,234,400.00. This amount shall be distributed evenly per Full Time Equivalent Faculty (FTEF), as a uniform increase to base salary for all eligible salaried faculty unit employees. The increase shall be paid on a pro rata basis to part-time faculty unit employees, dependent upon the timebase of each unit member. The CSU shall supply CFA with an accounting of the number of FTEF used to calculate the monthly increase amount and the monthly increase amount. The monthly amount to be paid per FTEF shall be rounded to the nearest dollar.
2. The FTEF used to determine the amount of this salary increase shall be the average of the FTEF reported in Unit 3 as of the October 2012 and March 2013 snapshots.
3. The salary increase shall apply to those Unit 3 members who are in active pay status or on leave as of July 1, 2013 as well as those Unit 3 members who held a salaried unit 3 appointment at any time during FY 2012/13, who are reappointed to a salaried unit 3 position during FY 2013/14.
4. The salary increase shall be effective July 1, 2013 and shall be paid by December 1, 2013.
5. The CSU shall issue Unit 3 employees written notification of the salary increase. The notification shall include the reason for the salary increase, the new rate of pay, and the effective date of the increase.
6. Salary scale minimums for all salaried ranges shall be increased by the actual amount of the monthly increase as defined above. Salary scale minimums and maximums for all salaried ranges, including SSI Maximums, shall be increased by the actual amount of the increase. These changes shall be effective as of July 1, 2013. Salary scales for summer employment (classifications 2357 and 2457) will be adjusted to reflect the new instructional faculty salary schedules, with changes to be effective for summer 2014 employment.


Kathy Sheffield
Director of Representation
California Faculty Association

8/26/2013
Date


John Swarbrick
Associate Vice Chancellor
California State University

8/26/2013
Date