

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.

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	\$68,683	\$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	\$72,883	\$83,892
2002/03	6	\$348	\$408	\$72,883	\$83,892
2001/02	7	\$348	\$408	\$72,883	\$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

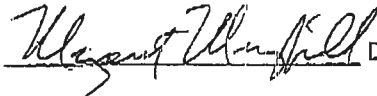
supersedes the requirements of Article 31.17(a)(6) of the CBA with regard to the disposition of any rollover funds covered by this agreement.

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