SUMMARY OF TENTATIVE AGREEMENT
BETWEEN CFA AND CSU ADMINISTRATION
(Summary updated March 5, 2002)

COMPENSATION–YEAR 1 (2001/02)
- 2 percent general salary increase, effective April 1, 2002
- 2.65 percent Service Salary Increase for eligible faculty members, effective June 30, 2002
- On June 30, 2002, a 7 percent pay increase for department chairs in academic year classifications
- On June 30, 2002, salary increases for counselors that will place them on the instructional faculty salary schedule
- On June 30, 2002, health coverage for lecturers who are newly eligible under AB 211 and who have no other coverage

COMPENSATION–YEAR 2 (2002/03)
- 2 percent general salary increase, effective July 1, 2002—guaranteed and not dependent on state or CSU budget appropriation
- 2.65 percent Service Salary Increase for eligible faculty members, effective June 30, 2003 and not charged against the salary package
- Health coverage for rest of lecturers newly eligible under AB 211, effective June 30, 2003

COMPENSATION–YEAR 3 (2003/04)
- Re-openers on compensation and workload
- 2.65 percent Service Salary Increase, effective June 30, 2004

MERIT PAY
- FMI program terminated and all related language removed from the contract
- Effective beginning on July 1, 2003, if the total faculty compensation increase is 3.5 percent or greater, a joint committee shall determine specifics of a merit pay plan with the following conditions:
  - 25 percent of compensation settlement costs (excluding costs of SSIs) shall be dedicated to merit pay in any year when the trigger is met
  - Binding appeals of final awards to a committee composed of faculty members
  - Pool of money set aside for appeals so that the total amount of awards, including appeals, does not exceed the 25 percent of allocated funds

SSI EVALUATION
- SSIs based on Personnel Action File (FARs eliminated)
- Standard for award is satisfactory performance
- Denial of SSIs will now be grievable

YEAR ROUND OPERATIONS
- Beginning with summer 2004 at year-round campuses, compensation and workload will be the same as other terms.
- Other issues related to year-round operations will be negotiated by the two parties between now and 2004.

LECTURERS
- Temporary faculty (excluding coaches) with six years of service will receive three-year contracts with no up-front evaluation
- 3-year appointments normally renewed every 3 years “except in instances of documented unsatisfactory performance or serious conduct problems” or insufficient work
- Lecturers will now have preference for courses they are qualified to teach
- “Dedicated” funding to departments to cover costs of lecturer raises and to prevent experienced lecturers from becoming “too expensive”

WORKLOAD
- CSU will undertake at least 1,200 new tenure-track faculty searches in 2002/03
- Agreement to work jointly on ways to increase the marginal cost formula for funding instruction
- Agreement that lower Student/Faculty ratio and lower Student/Tenure-Track Faculty Ratio improve the quality of instruction; parties agree that by 2000/01 the Student/Tenure-Track Faculty Ratio had grown to levels that raise “serious concerns”
- Further negotiations of workload issues will take place during contract re-opener sessions in 2003/04.

FAMILY-FRIENDLY WORKPLACE
- Expanded definition of family (for bereavement and use of sick leave)
- Ability to “stop the tenure clock” for one year for those taking a year leave of absence for pregnancy/birth or adoption of child
- Paid parental leave increased from current 20 to 30 days, while retaining option of using additional 10 days of sick leave
- New parents have 60 days after birth/placement of child to begin paid parental leave

CONTRACT ENFORCEMENT
- Agreement to reduce backlog of grievances

FERP
- CSU administration dropped proposals for reduction in FERP eligibility; agreed to the status quo of 5-year eligibility

UNION LEAVE
- CSU administration dropped proposals to reduce CFA leave provisions and agreed to the status quo

PARKING FEES
- Status quo contract language