

## **ARTICLE 18**

### **SALARY**

- 18.1 Salary schedules for employees shall be found in Appendix C and incorporated in this Agreement by reference. An employee shall be assigned a salary rate within the salary range of the appropriate classification. Teaching Associates and Graduate Assistants shall be assigned a monthly salary rate. Instructional Student Assistants shall be assigned an hourly salary rate. Appointment of an employee in the same or consecutive academic year(s) to the same classification in the same department or equivalent unit shall require the same or higher salary placement as in his/her previous appointment.

#### **General Salary Increase**

- 18.2 A General Salary Increase (GSI) is a negotiated percentage increase applied to the minimum and maximum rate on the salary schedule for all bargaining unit classifications and to the individual salary rates of all employees who are actively employed or in leave status on the effective date of the increase.
- 18.3 For fiscal year 2016/17, the salary of each Teaching Associate and Graduate Assistant employee shall be increased by 3% effective July 1, 2016. The minimum and maximum salary rates for Teaching Associate classifications and ~~the~~ Graduate Assistant classifications shall be increased by 3% effective July 1, 2016. For fiscal year 2016/2017, the salary rate of each Instructional Student Assistant shall be increased by \$0.25 (twenty-five cents) effective July 1, 2016. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased by \$0.50 (fifty cents) per hour effective July 1, 2016.
- 18.4 For fiscal year 2017/18, the salary of each Teaching Associate and Graduate Assistant employee shall be increased by 2.0% effective July 1, 2017. The minimum and maximum salary rates for Teaching Associate and Graduate Assistant classifications shall be increased by 3% effective July 1, 2017. For fiscal year 2017/2018, the salary rate of each Instructional Student Assistant shall be increased by \$0.25 (twenty-five cents) effective July 1, 2017. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased by \$0.50 per hour effective July 1, 2017.
- 18.5 The General Salary Increases provided in fiscal year 2017/18 shall be reconsidered if the CSU does not receive an amount in the Budget Act for that year at an amount consistent with the Governor's Multi-Year Plan. For 2017/18 that amount shall be an

increase in state funding of \$131.2 million. These amounts do not include adjustments to CSU appropriations related to payments to CalPERS debt service on bonds, and adjustments related to the middle class scholarship program. If less than this amount is appropriated in any year and the CSU determines that the appropriated level of funding requires a reduction in the contractual GSI percentages, the issue shall be subject to the meet and confer process.

### **Direct Deposit**

- 18.6 Employees who meet the eligibility criteria established by CSU policies shall be provided the option of direct deposit of their pay.