

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 ~~2018/19~~2021/22, the salary of each Teaching Associate employee shall be increased by ~~3~~10% effective July 1, ~~2018~~2021. **For Teaching Associate classifications with a minimum monthly salary rate less than \$3120 on a timebase of 1, as of July 1, 2021, the minimum monthly salary rate shall be increased to \$3120 on a timebase of 1, prorated according to timebase, effective July 1, 2021. The minimum monthly salary rate for Teaching Associate classifications greater than or equal to \$3120 on a timebase of 1, as of July 1, 2021, shall be increased by 5%, effective July 1, 2021. The maximum salary rate for Teaching Associates shall be increased by 5%, effective July 1, 2021.** ~~The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2018.~~
- 18.4 For fiscal year ~~2019/20~~2022/23, the salary of each Teaching Associate shall be increased by ~~3~~5% effective July 1, ~~2019~~2022. **For Teaching Associate classifications with a minimum monthly salary rate less than \$3294 on a timebase of 1 as of July 1, 2022, the minimum monthly salary rate shall be increased to \$3294 on a timebase of 1, prorated according to timebase, effective July 1, 2022. For Teaching Associate classifications with a minimum monthly salary rate greater than or equal to \$3294 on a timebase of 1, as of July 1, 2022, the minimum monthly salary rate shall be increased by 5%, effective July 1, 2022. The maximum salary rate for Teaching Associates shall be increased by 5%, effective July 1, 2022.** ~~The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2019.~~

- 18.5 For fiscal year ~~2018/19~~2021/22, the salary of each Graduate Assistant employee shall be increased by ~~3~~10% effective July 1, ~~2018~~2021. **The minimum monthly salary rate for Graduate Assistant employees shall be increased to \$3120 on a timebase of 1, prorated according to timebase, effective July 1, 2021. The maximum salary rate for Graduate Assistants shall be increased by 15%, effective July 1, 2021.** The minimum and maximum salary rates for Graduate Assistant employees in classification ~~2355~~ shall be increased by ~~3~~% effective July 1, ~~2018~~. The minimum salary rate for Graduate Assistant employees in Classifications ~~2325~~ and ~~2326~~ shall be increased by ~~7.39~~% effective July 1, ~~2018~~, and the maximum salary rate shall be increased by ~~3~~%.
- 18.6 For fiscal year ~~2019/20~~2022/23, the salary of each Graduate Assistant employee shall be increased by ~~3~~5% effective July 1, ~~2019~~2022. **The minimum monthly salary rate for Graduate Assistants shall be increased to \$3294 on a timebase of 1, prorated according to timebase, effective July 1, 2022. The maximum salary rate for Graduate Assistants shall be increased by 5%, effective July 1, 2022.** The minimum and maximum salary rates for Graduate Assistant employees in classification ~~2355~~ shall be increased by ~~3~~% effective July 1, ~~2019~~. The minimum salary rate for Graduate Assistant employees in classifications ~~2325~~ and ~~2326~~ shall be increased by ~~3.72~~% effective July 1, ~~2019~~, and the maximum salary rate shall be increased by ~~3~~%.
- 18.7 For fiscal year ~~2018/19~~2021/22, the salary rate of each Instructional Student Assistant shall be increased by ~~\$0.25 (twenty-five cents)~~ **\$1.00 (one dollar)** effective July 1, ~~2018~~2021. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased by ~~\$0.50 (fifty cents)~~ **\$3.00 (three dollars)** per hour effective July 1, ~~2018~~2021.
- 18.8 For fiscal year ~~2019/20~~2022/23, the salary rate of each Instructional Student Assistant shall be increased by ~~\$0.25 (twenty-five cents)~~ **\$1.00 (one dollar)** effective July 1, ~~2019~~2022. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased ~~\$0.50 (fifty cents)~~ **\$1.00 (one dollar)** per hour effective July 1, ~~2019~~2022.

Direct Deposit

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