

## 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%~~ **2%** effective ~~July 1, 2018~~ **July 1, 2021**. The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2018. by ~~14.3%~~ **17.8%** effective January 1, 2022.

18.4 For fiscal year ~~2019/20~~ **2022/23**, the salary of each ~~Teaching Associate shall be increased by 3% effective July 1, 2019.~~ The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2019. by ~~6.3%~~ **3%** effective January 1, 2023.

18.5 For fiscal year ~~2018/19~~ **2021/22**, the salary of each Graduate Assistant employee shall be increased by ~~3%~~ **2%** effective ~~July 1, 2018~~ **July 1, 2021**. The minimum and maximum salary rates for Graduate Assistant employees in classification 2355 classifications 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%. by ~~14.3%~~ **17.8%** effective January 1, 2022.

18.6 For fiscal year ~~2019/20~~ **2022/23**, the salary of each ~~Graduate Assistant employee shall be increased by 3% effective July 1, 2019.~~ The minimum and maximum salary rates for Graduate Assistant employees in classification 2355 classifications 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%.~~ by 6.3% 3% effective January 1, 2023.

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)~~ **2%** effective ~~July 1, 2018~~ **July 1, 2021**. ~~The minimum and maximum hourly rates rate for Instructional Student Assistants Assistant classifications shall be increased by \$0.50 (fifty cents) per hour effective July 1, 2018.~~ to \$15.50 \$15.75 per hour effective July 1, 2018. January 1, 2022 and the maximum hourly rate for Instructional Student Assistant classifications shall be increased to \$21.17 per hour effective January 1, 2022.

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)~~ effective ~~July 1, 2019~~. ~~The minimum and maximum hourly rates rate for Instructional Student Assistants Assistant classifications shall be increased \$0.50 (fifty cents) per hour effective July 1, 2019.~~ to \$16.00 per hour effective January 1, 2023 and the maximum hourly rate for Instructional Student Assistant classifications shall be increased to \$21.42 per hour effective January 1, 2023.

18.9 For Fiscal Years Year ~~2022-2023~~ **and 2023-2024**, the Union shall have the option to re-open negotiations on Article 18 and 3 (Salary and Benefits) by providing a written request to the CSU after the Governor has released the May Revise for the **2023-24 California budget**, but prior to **July 30, 2023**.

#### Direct Deposit

~~18.9~~ **18.10** Employees who meet the eligibility criteria established by CSU policies shall be provided the option of direct deposit of their pay.