

## 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 their 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.

- a. For fiscal year 2023-24, the salary of all bargaining unit employees in active pay status (or on leave) shall be increased by five percent (5%) retroactive to July 1, 2023. The minimum and maximum rate on the salary schedule for all bargaining unit classifications will be increased by five percent (5%).
- b. For fiscal year 2024-25, the salary of all bargaining unit employees who are re-appointed (or in active pay status as of July 1, 2024) to the same class and range at the same campus shall be increased five percent (5%). The minimum and maximum rate on the salary schedule for all bargaining unit classifications will be increased by five percent (5%).

The 2024-2025 GSI is contingent upon the State of California's final Budget Act of 2024 containing a new, unallocated, ongoing appropriation to the CSU not less than the 2023 compact allocation of \$227 million. While the multi-year compact for 2024 calls for a 5% increase over the 2023 allocation, the 2023 allocation amount will be used for this contingency. The final Budget Act of 2024 has an expected enactment date between June 27, 2024, and September 30, 2024.

If the above contingency is not met then the Union and CSU shall re-open negotiations on Article 18 (Salary), Article 3 (Benefits) and Article 20 (Sick Leave)

If the above contingency is not met, and the parties cannot reach an agreement regarding the 2024-25 reopener, then after the parties complete the statutory impasse procedures under HEERA, Article 5 (Concerted Activities) shall be suspended.

#### Direct Deposit

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