

MARKET/EQUITY SALARY INCREASE APPLICATION

As detailed in the Collective Bargaining Agreement (CBA) between the California Faculty Association (CFA) and the Board of Trustees' (BOTs) of the California State University (CSU), Unit 3 Faculty, Sections 31.25 and 31.26, the President may grant a salary increase to a probationary or tenured faculty employee to address market consideration.

Name: _____

College: _____

Department: _____

Rank: Professor

Check One: Probationary

Tenured

Check One: Equity

Market

Current Salary _____

Requested Percentage of Market Salary Increase. [1] _____

Justification: Reasons for request and appropriate documentation should be stated in a separate attachment.

Attach documentation supporting the market based salary lag or bona fide offer of employment from another college or University. Submit this application to your Department Chair. [2]

Signature of Applicant

Date of Application

[1] The proposed new salary may not exceed the respective range maximums for assistant, associate, and full professors.

[2] Applications shall be reviewed separately by a department committee of tenured faculty and the department chair, with the department chair forwarding both recommendations to the President or designee.

Note: The decision to grant or deny a Market Salary Increase and the percentage to be granted are not subject to the grievance procedure.