



OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

April 21, 2014

EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT ALLEN-DIAZ

Dear Colleagues:

In accordance with the contractual agreement between the University Council – American Federation of Teachers (UC-AFT) and the University of California, enclosed are the 2014-15 salary scales for the Non-Senate Instructional (NSI) Unit 18 titles of Lecturer and Supervisor of Teacher Education. Pursuant to the terms of the contract, the Unit 18 salary rates have been adjusted by a general range adjustment increase of 3% with an effective date of July 1, 2014. All Unit 18 titles should receive the 3% general range adjustment: See Tables 15, 16, 17-A, 32, and 33.

In addition, enclosed is the new Table 17-B Merit Scale for Unit 18 lecturers with continuing appointments who are eligible for a merit increase. After receiving the 3% general range adjustment as set forth in Table 17-A, beginning July 1, 2014, lecturers with continuing appointments will be eligible to move onto Table 17-B following the conclusion of their regularly scheduled merit review if they are deemed “excellent,” consistent with Article 22 – *Merit Review Process* in the contract, which can be located online at <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/contract.html>. Eligible Continuing Appointees will transition to the Table 17-B Merit Scale by being placed at a salary rate that equates to at least a 6% increase from their rate on the Table 17-A July 1, 2014 Adjusted Scale. The University is not precluded from granting merit increases greater than 6%, with such increases being intervals of 3% only, e.g., 9%, 12%.

The Table 17-B Merit Scale lists salaries reflecting merit increases of 6%, 9%, and 12%, which are based on the Continuing Appointees’ adjusted scale for July 1, 2014. For your convenience, Table 17-B also lists the July 1, 2014 Adjusted Scale to use as a reference point for locating the Continuing Appointees’ current salary rate. If the Continuing Appointee receives a 6% merit increase, the appropriate salary rate for the Continuing Appointee will be located by going across to the 6% merit increase column. In the event that the Continuing Appointee receives a 9% merit increase, the appropriate salary rate for the Continuing Appointee will be located by going across to the 9% merit increase column. A 12% merit increase column is also provided. As an illustrative example, if a Continuing Appointee has a salary of \$70,985 on the July 1, 2014 Adjusted Scale, following an excellent merit review, the appointee may be awarded a 6% merit increase to \$75,244, a 9% merit increase to \$77,374, or a 12% merit increase to \$79,503, as listed in Table 17-B.

Pre-six year lecturers are eligible for the 3% increase effective July 1, 2014. See Tables 15 and 17-A. Pre-six year and continuing Supervisors of Teacher Education are also eligible for the 3% increase effective July 1, 2014. See Tables 32 and 33. For the duration of the contract, all pre-six year appointees, as well as continuing Supervisors of Teacher Education, are not eligible for transition to the Continuing Appointees' Table 17-B Merit Scale.

For titles in the Unit 18 bargaining unit whose salaries are not maintained by the Office of the President (for example, the *Demonstration Teacher* title used at the Los Angeles campus), each campus will need to ensure that the 3% increase is implemented effective July 1, 2014.

The Unit 18 salary scales will be available online at: <http://www.ucop.edu/academic-personnel/compensation/index.html>.

If you have questions regarding the Unit 18 scales, please contact Diversity, Labor, and Employee Relations Director Amy K. Lee at AmyK.Lee@ucop.edu or at (510) 987-9503.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel

Enclosures: Tables 15, 16, 17-A, 17-B, 32, and 33.

cc: Chancellors
Provost and Executive Vice President Dorr
Academic Council Chair Jacob
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Graduate Deans
Vice Provosts and Vice Chancellors -- Academic Personnel
Executive Director Tanaka
Academic Personnel Directors
Director Chester
Director Lee
Associate Director Buenconsejo
Manager Lockwood
Data Coordinator Xavier
Policy and Compensation Analyst Agustin
Principal Analyst Espinoza