Resolution Number: RF05-247

September, 2005

Resolution Commending the Agreement on a GSI (General Salary Increase)

Whereas Faculty at San Francisco State University, like their counterparts on other CSU campuses, have waited for almost three years for an across the board’ salary increase; and

Whereas Until late September 2005, collective bargaining for a successor contract had been confounded by the inability of the Parties (CSU and CFA, the California Faculty Association) to reach agreement about compensation issues; and

Whereas On September 22, 2005, the Parties announced that they had agreed to a General Salary Increase (GSI) of 3.5% separate and distinct from other compensation issues, e.g., SSIs, any proposed merit salary increase; and

Whereas Even with this salary increase the salaries of CSU faculty fall far short of those at the traditional comparison institutions (producing what is known widely as the “CPEC gap”); therefore be it

Resolved That the Academic Senate of SFSU commend the Parties for their attention to the immediate need of CSU faculty for a general, or across-the-board, salary increase; and further be it

Resolved That the Academic Senate of SFSU urge the Parties to reach a speedy and “faculty friendly” conclusion to other elements of the compensation package now on the bargaining table such that equitable SSIs (Service Salary Increases) be implemented as soon as practicable; and further be it

Resolved That the Academic Senate of SFSU urge the Parties to postpone consideration of any “merit pay” proposal until the CPEC gap is closed

Resolved That the Academic Senate SFSU send copies of this resolution to the Academic Senate CSU, to Chancellor Charles B. Reed, and to the Board of Trustees