

**313 RANGE ELEVATION FOR TEMPORARY FACULTY**

Under the current Collective Bargaining Agreement (CBA), temporary faculty have the right in specified circumstances to apply for range elevation, which if granted, shall result in a minimum 2-step (5%) salary increase.

**313.1 Eligibility**

Temporary faculty (excluding coaches) are eligible for range elevation if they (a) are not eligible for more SSIs in their current range and (b) have been employed in their current range for at least five years.

**313.2 Criteria for Range Elevation**

For elevation to the range of Lecturer B or above, the individual must (a) hold a degree appropriate for teaching assignment(s). For teaching faculty, teaching success is the principal requirement for range elevation; service and scholarly work are not required. For Lecturers whose assignments include non-teaching tasks, successful performance on those tasks is required.

**313.3 Application**

Application shall consist of 1) a written statement explaining and justifying the applicant's request, and 2) a complete vita.

**313.4 Procedures for Consideration of Range Elevation Requests**

- a. Eligible individuals must apply prior to October 1 for range elevation to be effective at the beginning of spring quarter and prior to March 1 for range elevation to be effective at the beginning of fall quarter.
- b. Applications are submitted to the department or program chair, with a copy to the appropriate school dean. In addition to the application, all levels of review shall have access to the applicant's periodic review file. The unit committee provides its evaluation to the department chair, who may add his/her own evaluation. The chair forwards the application and all recommendations to the appropriate dean no later than November 1 for fall quarter applicants and no later than April 1 for winter quarter applicants. All levels of review shall provide copies of evaluations to the applicant.
- c. The appropriate school dean shall make a decision and notify the applicant no later than November 15 for applications submitted in the fall quarter and no later than April 15 for applications submitted in the winter quarter.

**313.5 Appeals of Range Elevation Denials *(change pending)***

Faculty who are denied range elevation may appeal the decision pursuant to Article 10.11 (Peer Review) of the CBA, but the Peer Review Panel's decision shall be final. As specified in Article 12.21, the pool for funding successful lecturer range elevations is limited to four (4) steps per each fifty (50) lecturer faculty eligible for range elevation. The faculty shall submit their appeals to the P&VPAA. A Peer Review Panel, whose composition is detailed in Article 10 of the CBA, shall review the appeal, and the panel's decision is final. The Peer Review Panel shall notify the appellant of its decision within fourteen (14) days of receiving the appeal from the P&VPAA.