

POLICY STATEMENT APPROVEDSALARY INCREASE FOLLOWING LEAVE WITHOUT PAY

In accordance with the Trustees' Resolution adopted at their February 1970 meeting, and in accordance with Mr. C. Mansel Keene's interpretation stated in a memorandum to the Chairman of the CSCLB Academic Senate dated March 23, 1970, be it

RESOLVED: That the Academic Senate of CSCLB recommend to the President that any faculty member who takes a leave of absence without pay may be increased one step in addition to that which he would ordinarily receive at the conclusion of the leave. The following conditions must be satisfied before the faculty member qualifies for the increase:

- (a) The faculty member was not at the highest step of the salary range for his rank at the time he began his leave. If he is on the highest step of the salary range for his rank at the time he begins his leave, then he may be promoted while on leave, provided all of the established procedures of the college are followed;
- (b) The step increase would not result in establishing the employee's salary at a level higher than it would have been if he had continued his services at the college without such leave, and had been accorded a merit salary increase based on his performance;
- (c) The step increase becomes effective on the employee's regular anniversary date next following his return to service;
- (d) The leave was for the purpose of teaching, research, or other assignment, which is determined by the state college president to have been of a nature valuable to the California State Colleges;
- (e) In the case of an academic employee of a state college, the state college president shall consult with the Departmental RTA&P Committee and the Department Chairman with respect to such salary step increase;
- (f) The above Resolution shall be construed to mean that a faculty member's salary shall be at least as much as it would have been had he not gone on leave, provided all of the above procedures are met.

Approved by the Academic Senate 4/24/70.

Approved by the President of the College 5/5/70.