



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL

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

**Revised Letter** – January 10, 2014

December 13, 2013

COUNCIL OF VICE CHANCELLORS

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 2013-14 salary scales for the Non-Senate Instructional Unit 18 titles of Lecturer and Supervisor of Teacher Education. The salary rates have been adjusted by a general range adjustment increase of 3.5 percent with an effective date of January 1, 2014. The 2013-14 salary scales will be available online at <http://www.ucop.edu/academic-personnel/compensation/salary-scale-revisions.html> three business days from the issuance of this letter. Campus payroll offices should implement the new rates to impact the January 2014 earnings paid January 31, 2014.

In addition to the 3.5 percent increase, represented employees will receive a one-time, 3.5 percent lump sum based on the employee's actual base-pay earnings for the period July 1, 2013, excluding Summer Session appointments, through December 31, 2013. Payout of the lump sum should be made to employees no later than April 10, 2014.

For titles in the Unit 18 bargaining unit whose salary rates 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 3.5 percent increase and the lump sum prescribed in the agreement are implemented.

Also, in accordance with the Unit 18 bargaining agreement and effective July 1, 2014, the University will implement a new salary scale for Unit 18 Continuing Appointees only. Beginning July 1, 2014, Continuing Appointees will be eligible to move on to the new scale following the conclusion of their regularly scheduled merit review if the Continuing Appointee is deemed "excellent." For more information concerning the 2014-15 salary scale for Continuing Appointees, please refer to Article 21, Salary, of the agreement which will be posted online at [http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/labor\\_relations.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/labor_relations.html). In addition, more information will be forwarded to you as soon as the 2014-15 scale for Continuing Appointees is developed.

If you have questions, please contact Diversity, Labor, and Employee Relations Director Amy K. Lee at [AmyK.Lee@ucop.edu](mailto:AmyK.Lee@ucop.edu) or at (510) 987-9503.

Sincerely,

A handwritten signature in cursive script that reads "Susan Carlson".

Susan L. Carlson  
Vice Provost  
Academic Personnel

Enclosures

cc: Provost Dorr  
Academic Council Chair Jacob  
Vice President Diaz  
Vice President Duckett  
Associate Vice President Obley  
Vice Provosts for Academic Personnel  
Academic Personnel Directors  
Executive Director Shapiro  
Executive Director Tanaka  
Director Chester  
Director Lee  
Associate Director Buenconsejo  
Manager Lockwood  
Manager Ruiz  
Data Coordinator Xavier  
Principal Analyst Espinoza  
Policy and Compensation Analyst Agustin