

Cal State **Fullerton**

Range Elevation Information Session

Presented by Academic Affairs and
Human Resources, Diversity & Inclusion
(HRDI)

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Range Elevation Information Session



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Overview

- What is range elevation and who is eligible for it?
- How will I know if and when I am eligible?
- How and when do I apply?
- What are the required parts of the application?
- How and when will I know if I get range elevation?
- Why should I apply?
- Q & A / Feedback

What is Range Elevation?

- Range elevation is the formal process through which lecturers and temporary librarians can increase their salary by moving from one salary range to the next.
- If granted, a range elevation results in a salary increase of 5% or the percentage necessary to reach the minimum of the next range, whichever is greater.

More Money!

Who is eligible?

Lecturers and temporary librarians become eligible via these methods:

Traditional method:

Five years of service in current range **and** a full-time equivalent **base rate at or above the Service Max** on the salary schedule.

FTAS method:

Six years of full-time equivalent service in current range, where full-time service for a year is defined as 24 units.

Example #1 – Eligible via FTAS Method

Range 2 | Base rate = \$5,800 | 6 years FTAS

SALARY SCHEDULE COLLECTIVE BARGAINING ID R03

Class Code	Range Code	Class Title	Effective Date	Salary Range			
2358		LECTURER - ACADEMIC YEAR		Min	Service Max	Max	
	2	A	07/01/2024	5,507 66,084	\$5,800 5,959 71,508	6,677 80,124	PER MONTH ANNUALLY
	3	B	07/01/2024	6,221 74,652	7,481 89,772	13,224 158,688	PER MONTH ANNUALLY
	4	C	07/01/2024	6,825 81,900	9,431 113,172	14,523 174,276	PER MONTH ANNUALLY
	5	D	07/01/2024	8,593 103,116	10,347 124,164	15,211 182,532	PER MONTH ANNUALLY

7.26%
Increase
(\$6,221)

Example #2 – Eligible via Traditional Method

Range 3 | Base rate = \$7,500 | 5 years in range

SALARY SCHEDULE COLLECTIVE BARGAINING ID R03

Class Code	Range Code	Class Title	Effective Date	Salary Range		
				Min	Service Max	Max
2358		LECTURER - ACADEMIC YEAR				
	2	A	07/01/2024	5,507 66,084	5,959 71,508	6,677 80,124 PER MONTH ANNUALLY
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	4	C	07/01/2024	6,825 81,900	9,431 113,172	14,523 174,276 PER MONTH ANNUALLY
	5	D	07/01/2024	8,593 103,116	10,347 124,164	15,211 182,532 PER MONTH ANNUALLY

5%
Increase
(\$7,875)

\$7,500

How will I know if and when I am eligible?

- You can use your base rate, years of service, and the units you've taught to monitor your own progress.
- Once you become eligible, you will receive a notification from Faculty Affairs & Records (FAR) via email.
- You can also check the eligibility list posted each year on the FAR Range Elevation webpage.

What are the required parts of the application?

- The elements of the application are determined by campus policy, specifically UPS 210.070.
- You will submit a Working Personnel Action File (aka, Portfolio) that covers 5 years of performance evidence.
 - CV, SOQs, grade distributions, a narrative, teaching-related documents, etc.
- The WPAF will be submitted through Interfolio and is due by the official due date.

When would I apply?

When will I know if I get range elevation?

- Typically the deadline for candidates to submit their Working Personnel Action File (WPAF) through Interfolio is in February.
 - This year, the deadline is February 17, 2025.
 - Deadlines are posted annually on the FAR website in the Lecturer Timetables for Temporary Faculty
- FAR offers workshops each year to support all lecturers undergoing evaluations.
- The Provost's decision is issued by the end of June, and faculty are notified by FAR via email.

Why should I apply?

- Opportunity for a salary increase and a higher pension for those who qualify.
- Validation of your performance as a faculty member.
- More good news!
 - Last year's success rate = 100%
 - Salary increase ranged from 5% - 12.97%
 - Average salary increase = 7.45%

Questions?



Application Process & Deadlines:

Faculty Affairs & Records (FAR)

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657-278-2125



Eligibility & Compensation:

Academic HR Services (AHRIS)

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**We'd like to hear from you.
Please complete our survey.**

