DATE: February 14, 2003

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: SPECIAL
Recommended Salary and related terms and conditions of employment for Academic Management Employees for fiscal Year 2002-2003 and Fiscal Year 2003-04.
(Resolution No. 030214-S7)

BACKGROUND INFORMATION:

Salaries for Academic Management Employees for fiscal year 2002-2003 were previously provided for in Resolution 000928-S4 that details the provision of the ‘formula’ for allocating funds, and subsequently amended in Resolution 020627-S8. The resolution presented below further modifies the provisions of Resolution 000928-S4 for the fiscal year 2002-2003 as well as fiscal year 2003-04 to reflect the fiscal condition of the budget for that time period. These modifications are consistent with modifications that other employee groups have agreed to.

RECOMMENDATION:

RESOLVED: That the Board of Trustees rescinds both Resolution-000928-S4 and Resolution 020627-S8 and hereby adopts the following wage rates and other terms and conditions of employment of Academic Management Employees for Fiscal Year 2002-2003 and Fiscal Year 2003-04 as follows:

1. All across-the-board wage increases and salary step increments scheduled to be implemented during the 18-month period between January 1, 2003, and June 30, 2004, shall be deferred until July 1, 2004.
2. All administrators shall receive a non-retroactive two percent (2%) across-the-board wage increase effective July 1, 2004.
3. Salary step increments resume effective July 1, 2004 (non-retroactive).
4. All administrators shall receive a non-retroactive two percent (2%) across-the-board wage increase effective the first pay period of January 2005.
5. All administrators whose salary step increments were deferred pursuant to paragraph No. 2 above shall receive a non-retroactive “catch up” salary step increment effective the first day of the first pay period of 2005.
6. All administrators shall be granted additional days off with pay during Spring Break 2003 (April 14 through April 18) and during Spring Break 2004 (April 5 through April 9).
7. All Administrators shall be granted additional days with pay on December 26, 29, 30, 31, 2003.
8. Administrators who retire from District service with an effective date on or between July 1, 2002, and June 30, 2003, shall receive a retroactive increase in wage rates equivalent to two percent (2%); this retroactive increase in wage rates shall cover the period from July 1, 2002, through June 30, 2003, as appropriate.

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Administration and Finance, and/or their designee(s) are hereby authorized and directed to implement this Resolution.

Originator: Chancellor Philip R. Day, Jr.