Salary

With two pieces of information from your Part-time Lecturer Appointment Contract, you can easily calculate your monthly gross salary. Using the figures shown in the Range/Rate and the PIMS FRAC slots, you can also calculate your gross salary per semester, figures which should agree with those shown in the contract’s salary slots.

➢ Range/Rate
  • The range refers to your salary category (from 1 to 5, lowest to highest). After teaching 24 units at the same salary level in the same department and obtaining a positive review, a part-time lecturer is eligible for an SSI (Service Salary Increase), provided SSI’s have been funded for that academic year. (For a full breakdown click onto Faculty Affairs & Records)
  • The rate is your full-time equivalent (FTE) salary based on a 15 unit per semester teaching load.
    ✷ When you receive a salary increase as the result of a GSI (General Salary Increases), SSI or FMI (Faculty Merit Increase), the increase is often retroactive, resulting in several small checks or one larger check covering an entire semester of employment. Rarely, if ever, is there a notation on the check regarding the source of the windfall.
    ✷ If you can calculate the percentage increase, it will likely correspond to an SSI (currently 2.65%), an FMI, or a GSI. The last GSI, retroactive to July 1, 1999, was 3.56% and should have already been processed for the previous semesters. It should also be reflected on the new contracts.

➢ Monthly gross salary
  • Since part-timers do not regularly teach 15 units per semester, multiply the given rate by the PIMS FRAC to determine your monthly gross salary. For example, if you teach at a timebase of 6/15 (6 units) per semester and your rate is $2,297, multiply 6/15 times the rate to determine a gross monthly salary of $918.80.

➢ Semester gross salary
  • To determine your gross salary for the semester, multiply the monthly salary by 6 to arrive at a figure that should agree with your contract.
  • The gross salary per semester shown on your contract (minus deductions) is paid in six equal installments, provided you complete your contract.
  • If you teach only in the Fall semester, you will receive a paycheck at the end of each month from September through February.
  • If you teach both Fall and Spring semesters, your February check will be the first paycheck of the Spring semester and your last paycheck from the Fall semester will be issued at the end of August.
  • This process can get confusing when you teach a different number of units per semester.

Deductions

➢ Federal and state taxes, in addition to Medicare and the mandatory Fairshare contribution to the California Faculty Association, are the most common.
Retirement

➤ A pre-tax deduction will be taken for the PST (Part-time Seasonal Temporary) Retirement Plan, unless you qualify for CalPERS. The good news is that the PST Retirement Deduction is saved for you in an interest bearing account which you can claim if and when you separate from state employment or become eligible for the CalPERS Retirement Plan.

➤ If you claim your funds directly, you will have to declare them as taxable income upon withdrawal; however, employees eligible for CalPERS (and those who go to work for employers with 457 Plans) can transfer PST funds into a 457 Deferred Compensation Plan.

Benefits

➤ Part-time faculty who teach at least 7.5 units per semester on annual or two-year contracts are eligible for health, vision and dental benefits, as well as a $50,000 life insurance policy.

➤ It is important to note that all benefits must be applied for through the Human Resources office; you will not be signed up automatically. Also, some plans require employee contributions in addition to the state contributions.

➤ Flex Cash Plan
  • FlexCash is an optional benefit that provides eligible faculty and staff with the option of waiving CSU medical and/or dental insurance coverage in exchange for cash, provided they have other non-CSU coverage. The FlexCash payment is taxable income and is subject to the same payroll taxes (federal, state, and social security) as regular salary. The payment will be reported as income in the year it is received. The payments are as follows:

<table>
<thead>
<tr>
<th>Option</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waive both medical and dental</td>
<td>$140.00 per month</td>
</tr>
<tr>
<td>Waive medical only</td>
<td>$128.00 per month</td>
</tr>
<tr>
<td>Waive dental only</td>
<td>$12.00 per month</td>
</tr>
</tbody>
</table>

For more detailed information on any of these points, click on the Human Resources homepage.

The office of the Vice-President of Academic Affairs would like to add that this fact sheet contains general information in response to questions from Part-Time Lecturers. While accurate to the date listed on this document, individuals are urged to direct specific concerns to the appropriate offices (Payroll, HR Benefits, Faculty Affairs and Records).