

Fiscal Year 2023 Mid-Year Salary Increase

Prepared by Finance & Administration



Mid-Year Salary Increase

- Administration proposes using \$3.5 million of fund balance/net position for a 6% cost of living base adjustment
- Eligible employees as of January 15, 2023 will receive the increase
- Effective for SFA service beginning February 1, 2023
- Paid beginning March 1, 2023
- The compensation is not merit based
- The President is the final authority on all eligibility and compensation requirements

Mid-Year Salary Increase

Eligibility

- Faculty and Staff funded from university funds (E&G, Auxiliary, Designated) are eligible
- Faculty and Staff employed in a full-time (1.0 FTE) position as of 01/15/2023 and as of the payment date are eligible
- Faculty and Staff employed in a permanent budget part-time position as of 01/15/2023 and as of the payment date are eligible
- Adjunct faculty employed as of 01/15/2023 and as of the payment date are eligible
- Visiting faculty employed as of 01/15/2023 and as of the payment date are eligible

Mid-Year Salary Increase

Eligibility (continued)

- Return to work after retirement (RTW) employees in full time (1.0 FTE) positions as of 01/15/2023 and as of the payment date are eligible
- Employees funded from Restricted Grant or Gift funds may be eligible if allowed by the Grant or Gift agreement, funding is available, and appropriately approved
- Full-time employees with permanently split positions totaling 1.0 FTE are eligible
- SFASU Early Childhood Lab employees are eligible
- Charter School employees may be eligible if Charter School funding is available and appropriately approved

Mid-Year Salary Increase

Eligibility (continued)

- RTW employees in part time or temporary positions as of 01/15/2023 are not eligible
- Employees with employment agreements containing retention payments or automatic salary escalators are not eligible
- Casual and temporary employees are not eligible
- Student and Graduate Assistant positions are not eligible

Mid-Year Salary Increase

Compensation

- Compensation will be calculated on the FY 2023 base salary as of 01/15/2023
 - Stipends (including interim), supplements, overloads, and additional compensation are not included in base salary
- 6% of base salary for full-time eligible employees
- 6% of base salary for the FTE percent for part-time eligible employees
- 6% of adjunct assignment for eligible adjunct faculty

Mid-Year Salary Increase

Compensation (continued)

- All regular monthly deductions apply
- Employees must be employed as of 01/15/2023 and the payment date