

2021 Salary Plan for LSOE Faculty

For faculty in the Lecturer with Security of Employment (LSOE) series,¹ which is governed by APM 285, the Office of the President has instituted a change to the salary scales of approximately 3% effective October 1, 2021 (the “range adjustment”). Additionally, this campus has decided to take some discretionary actions for those in the LSOE series, specifically an increase to the off-scale portion of pay and some adjustments to reflect the high cost of living in the Bay Area. Note that all salary increases described in this document went into effect October 1, 2021 (*i.e.*, to be reflected, ideally, in November 1, 2021 and later paychecks), although in some instances there will need to be retroactive pay changes.

1. Fixed increase for all LSOE faculty.

There is a cost-of-living adjustments of about 3% on total salary. The scales were increased by about 3%, although in some cases it is slightly different due to rounding (the on-scale salary amounts must be divisible by \$100). Two, any off-scale component of salary has been increased so that total pay (on-scale plus off-scale) is increased by approximately 3% (rounded to the nearest \$100).²

2. Bring off-scale component of pay for all LPSOEs up to an \$18,000 minimum.

Many of our Assistant Teaching Professors (LPSOEs) struggle to make ends meet while living in one of the country’s most expensive regions. We have, therefore, raised the minimum off-scale component for Assistant Teaching Professors to \$18,000. Note, this applies to *all* Assistant Teaching Professors including those recently hired. By making this provision automatic, we avoid sending any unintended signals to faculty about their prospects for earning security of employment.

3. Adjustment for the High Cost of Living for LSOEs.

A number of our Lecturers with Security of Employment (*i.e.*, Associate and full Teaching Professors) have very low off-scale increments. In the spirit of the previous adjustment, the campus is implementing the following for meritorious LSOEs meeting the following criteria:

- The individual has *not* been making slow progress with respect to advancements. Slow progress is defined as receiving less than a full-step or equivalent advance at one’s last review or being decelerated in time with respects to merit reviews. Hence, to be eligible, an individual will have had a merit action with a July 1, 2019, July 1, 2020, or July 1, 2021 effective date (even if the decision is pending).
- The individual’s total salary rate after the 3% increase referenced above falls below \$168,000.
- The individual’s off-scale component after the 3% increase referenced above is less than \$18,000.

¹ These faculty use the working title Teaching Professor (with Assistant, Associate, or full modifiers) if outside the Law School and the working title Clinical Professor of Law if inside the Law School.

² The off-scale component of pay is what was previously referred to on this campus as the decoupled increment.

If an individual meets all those criteria, then their off-scale increment will be increased to \$18,000 if their total salary rate is \$150,000 or less (*i.e.*, if their off-scale component is F , then their off-scale component will be raised by $\$18,000 - F$). If their total salary rate is between \$150,000 and \$168,000, then the increase to their off-scale component will be $\$168,000 - S - F$, where S is total salary rate after the 3% increases described under provision #1 (should $\$168,000 - S - F < \0 , then there is no change to the off-scale component).

Eight faculty will receive an increase under this provision of the plan and the median increase they will receive is \$5,900.

Timing

Provisions #1 and #2 of this plan have already been implemented. Provision #3 will be implemented as soon as possible and will retroactive to October 1, 2021.