

Date: September 16, 2024

To: Department Chairs, Directors, and Business Officers and Staff

From: Leesa Beck, Assistant Vice Chancellor for Academic Personnel

Re: October 1, 2024 Salary Increase Implementation for Academic Employees

This is a follow-up to the Chancellor's July 23, 2024 message and the information provided by Academic Personnel on [June 7, 2024](#) regarding 2024-25 salary increases for academic employees. Salary increases will be applied at UCSB as follows:

- Academic Senate Faculty: Salary scales will be increased by 4.2% effective October 1, 2024. Off-scale supplements and Above Scale salaries will also be increased by 4.2%.
- Postdoctoral Scholars: Salary scales will be increased by 3.5% per the MOU.
- Graduate Student Researchers: Salary scales will be increased by approximately 6.4% per the MOU.
- Academic Student Employees (TAs and Associates): Salary scales will be increased by 16.7% per the MOU.
- Academic Student Employees (Readers and Tutors): Salary scales will be increased by \$1.00/hour per the MOU.
- By-agreement payments and stipends are not subject to the increase.
- Ongoing recall appointments will not be subject to the increase. At the time of reappointment or new appointment, the annual salary should be recalculated as described in Red Binder I-70.
- Visiting appointments are not subject to the increase unless the salary is currently at the minimum for the rank. Salaries that are at the minimum will be increased to the new minimum.

Process for implementation

The salary increases will be processed centrally in collaboration with the UCPATH Center.

UCPATH freezes for impacted employees will take place as follows:

- Senate Faculty: 9/6 – 9/16
- Postdoctoral Scholars: 9/13 – 9/23
- ASEs and GSRs: 9/27 – 10/8

Notes During Freeze Period:

- PayPATH transactions to update Job Data will be held by the AP Path team during the respective freeze dates based on the affected employee type.

- Hire transactions can be processed during freeze dates, but data should be validated upon fulfillment of the Hire to ensure the correct pay rates appear in Job Data.
- PayPath transactions processed during the above freeze dates may result in incorrect data in the system and may require corrective action by the department.

The October 1, 2024 salary scales have been posted to our Compensation and Benefits page. For titles that are tracked in AP Folio, salary information will be updated after the payroll update is run.

Questions may be directed to:

Lia Cabello, lia.cabello@ucsb.edu, or Mira Lázaro, msslaza@ucsb.edu (Senate faculty)

Billy Ko, billy.ko@ucsb.edu (Postdocs, ASEs and GSRs)