

## Explanation of longevity steps

The words used to describe a concept can sometimes make it more difficult to understand that concept. This is particularly true in the way people describe steps on the CCSF salary schedule.

When someone is hired as a full-time faculty member, they are given an initial step placement. Each subsequent year, they move up one step on the salary schedule. Someone placed on Step 5 in their first year will be on Step 15 at the start of their 11<sup>th</sup> year, Step 25 at the start of their 21<sup>st</sup> year and on Step 35 at the start of their 31<sup>st</sup> year.

Within the current salary schedule, salary increases that correspond to step increases cap-out on step 17. The culture at CCSF has developed a terminology to describe salaries that is confusing. Someone who is on Step 20 is on Step 20, but people often describe this as being “on Step 17 for 4 years.” This person has NOT been on step 17 for four years, but their salary has remained the same for four years, because the salary is capped after that step.

The printed salary schedule includes 30 rows, or steps, because this is the practice of community colleges around the state. That does not mean that someone who has been at CCSF for 35 years is on step 30. If they had been hired in on Step 1, they would now be on Step 34.

It is actually very simple:

Someone hired-in on Step 10 who has been at CCSF for 16 years is on Step 25;  
Someone hired-in on Step 5 who has been at CCSF for 21 years is on Step 25;  
And someone hired-in on Step 1 who has been at CCSF for 26 years is on Step 25.

Under the AFT 2121 salary proposal, anyone on step 25 or higher would receive the benefit of a new salary increase that would occur when reaching Step 25. A salary increase that occurs following several years during which salaries have stayed the same is called a “longevity step.” It is a salary increase that results from longevity of service. Again, this terminology can be confusing. A person does not suddenly jump for Step 17 to Step 25. Rather, a salary increase is granted to those on Step 25 or above.