

**FAQ's on 2021-2022 Salary Programs**  
**for**  
**California Faculty Associate (CFA-Unit 3 Employees)**

*We appreciate your patience while campuses respond to the multiple salary changes for Unit 3, the Payroll Services Office is working diligently to ensure that the SCO applied all payments correctly.*

Q: *What is the effective date of the General Salary Increase (GSI)?*

A: The increase will be retroactive to July 1, 2021.

Q: *What is the percentage increase for the GSI?*

A: 4% (four percent)

Q: *When will the increases be processed?*

A: Per the Chancellor's Office, these adjustments will begin being processed for payment by the State Controller's Office (SCO) in mid-April 2022. Most situations will be handled by the SCO, but campus will need to process some of the Unit 3 employees manually after the SCO runs their process.

Q: *Who is eligible for the GSI?*

A: All faculty unit employees on active pay status or on leave, effective July 1, 2021, will receive the 4% GSI.

Q: *Who is eligible for the Service Salary Increase (SSI)?*

A: Tenured and Probationary Faculty and Librarians who have remaining SSI eligibility will receive an SSI of 2.65% or the percentage necessary to bring them to the SSI maximum, whichever is less.

Lecturers who have remaining SSI eligibility and completed 24 units in the same range in the same department or equivalent unit prior to fiscal year 2021-22 are eligible to receive an SSI in fiscal year 2021-2022. Temporary faculty unit employees (Librarians, Counselors, Coaches) (12-month or 10-month) are eligible if they have accumulated the equivalent of 0.8 years of service in the same range and department or equivalent unit since the last SSI. [See Appendix for a list of SSI maximum amounts.](#)

Q: *Who is determining SSI eligibility? (updated 5/11/2022)*

A: The Office of Faculty Advancement in coordination with the Colleges, University Library and Departments have reviewed employment records for all Unit 3 employees to determine eligibility under the negotiated terms of the Unit 3 salary program.

*Q: When will the SSI increases be processed? (updated 5/11/2022)*

A: Review of employment records for SSI eligibility has been completed and SSI's have been processed for those determined as eligible. Payments for the retroactive SSI's are being issued from the State Controller's Office beginning May 2022 and will continue until completed.

*Q: Do I qualify for the One-Time \$3,500 Payment that was negotiated? (updated 5/11/2022)*

A: The one-time payment of \$3,500 shall be provided to each faculty unit employee\* who worked an average of 1.0 timebase during Fall 2020 and Spring 2021 semesters and who was in active pay status as of the ratification of the Collective Bargaining Agreement (February 3, 2022) for the additional time and effort required to make significant changes to the delivery of instruction due to the coronavirus. For those who worked less than an average of 1.0, this payment will be prorated by the faculty member's average timebase worked for Fall 2020 and Spring 2021, but not to exceed a 1.0 timebase.

*Q: Are unit-3 represented employees participating in the Faculty Early Retirement Program (FERP) or currently active as a rehired annuitant eligible for the one-time payment? (new 5/11/2022)*

A: Per CalPERS rules and regulations, FERP participants and rehired annuitants are not eligible for these payments. The California Government Code (statutory law enacted by the California legislature) expressly prohibits retired annuitants (including FERP faculty) from receiving any compensation other than the normal monthly base salary.

*Q: When will the One-time payment be processed? (updated 4/8/22)*

A: Payment processing information from the Chancellor's Office indicates that the payments will begin to issue as early as April 19, 2022. Note, for faculty unit employees who are enrolled in the Direct Deposit Program, they will receive the payment via direct deposit. Those who are not enrolled in direct deposit will receive the payment via a live check. Please contact the [Bursars office](#) for mailing options and disbursement information.

*Q: I am a lecturer – am I eligible for the Full Time Adjusted Service (FTAS) Temporary Range Elevation?*

A: Lecturers and temporary librarian faculty unit employees with six (6) or more years of Full Time Adjusted Service (FTAS) in their current range, are eligible to apply for range elevation. FTAS is defined as the average FTE over the academic or fiscal year, divided by 0.8, up to a maximum of 1.0 for the year.

*Q: Who is determining FTAS eligibility? (updated 5/11/2022)*

A: The Office of Faculty Advancement in coordination with the Colleges, University Library and Departments have reviewed employment records for all lecturers and temporary librarian faculty unit employees and determined eligibility under the negotiated terms of the Unit 3 salary program. Those determined as eligible should have been contacted by their department with information as to the department process to request for review and consideration.

Q: How can I check my employment records to see if I have received the negotiated salary increases that I am eligible for?

A: You can check your compensation history within the Employee Center in MySacState.



APPENDIX: SSI Maximum Salary Amounts

Classification	Grade	SSI MAX
<b>Amount</b>		
ASSISTANT PROF	3	\$6,588
ASSOCIATE PROF	4	\$8,305
FULL PROFESSOR	5	\$9,112

Classification	Grade	SSI MAX
<b>Amount</b>		
SR ASST LIBRARIAN	3	\$7,567
ASSOC LIBRARIAN	4	\$9,553
LIBRARIAN	5	\$10,488

Classification	Grade	SSI MAX
<b>Amount</b>		
LECTURER A	2	\$5,248
LECTURER B	3	\$6,588
LECTURER C	4	\$8,305
LECTURER D	5	\$9,112

Classification	SSI MAX
<b>Amount</b>	
SSP-AR I (12MON)	\$7,567
SSP-AR I (Academic Year [AY])	\$6,588
SSP-AR II (12MON)	\$9,553
SSP-AR II (AY)	\$8,305
SSP-AR III (12MON)	\$10,488
SSP-AR III (AY)	\$9,112

Classification	SSI MAX Amount
HEAD COACH - 12 MON	\$10,488
HEAD COACH - 10 MON	\$9,112
HEAD COACH - ACADEMIC YEAR (AY)	\$9,112
COACH - 12 MON	\$9,553
COACH - 10 MON	\$8,305
COACH - AY	\$8,305
COACHING SPECIALIST - 12 MONTH	\$7,567
COACHING SPECIALIST - 10 MONTH	\$6,588
COACHING SPECIALIST - AY	\$6,588
COACHING ASSISTANT - 12 MONTH	\$6,010
COACHING ASSISTANT - 10 MONTH	\$5,248
COACHING ASSISTANT – AY	\$5,248