

FAQ's on 2023-2024 Service Salary Increase
for
California Faculty Associate (CFA-Unit 3 Employees)

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

A: Tenured and Probationary Faculty and Librarians who have remaining SSI eligibility (meaning they are below the SSI Max for their current grade/rank) prior to the start of the 2023/24 fiscal year and who have at least one year of service in their current grade/rank and department since their last SSI 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 grade/rank in the same department or equivalent unit prior to fiscal year 2023-24 are eligible to receive an SSI in fiscal year 2023-2024. 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 grade/rank and department or equivalent unit since the last SSI.

See Appendix for a list of SSI maximum (SSI Max) amounts.

Q: Who is determining SSI eligibility?

A: The Office of Faculty Advancement in coordination with the Colleges, University Library and Departments are reviewing employment records for all Unit 3 employees to determine eligibility under the negotiated terms of the Unit 3 salary program. Eligibility of Tenured and Probationary Faculty and Librarians will be determined and finalized prior to the beginning of the Fall 2023 semester. Eligibility of lecturers will be finalized after the beginning of the Fall 2023 semester, once all hiring appointments for Fall 2023 have been processed. Eligibility of temporary faculty unit employees (Librarians, Counselors, Coaches) (12-month or 10-month) will be determined and finalized in coordination with their anniversary dates, which may/may not coincide with the beginning of the academic year.

Q: When will the SSI increases be processed?

A: Tenured and probationary faculty determined as eligible will be processed within the first month of the academic year. Lecturers determined as eligible will be processed after the beginning of the academic year once all hiring appointments for Fall 2023 have been processed and final eligibility has been determined (estimated October). Librarians, Counselors, Coaches (12-month or 10-month) will be processed throughout the year in coordination with their anniversary date.

SSI's for academic year employees will be effective at the start of the fall 2023 semester. SSI effective dates for 12-month employees will vary.

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 Amount
ASSISTANT PROF	3	\$6,786
ASSOCIATE PROF	4	\$8,554
FULL PROFESSOR	5	\$9,385

Classification	Grade	SSI MAX Amount
SR ASST LIBRARIAN	3	\$7,794
ASSOC LIBRARIAN	4	\$9,840
LIBRARIAN	5	\$10,803

Classification	Grade	SSI MAX Amount
LECTURER A	2	\$5,405
LECTURER B	3	\$6,786
LECTURER C	4	\$8,554
LECTURER D	5	\$9,385

Classification	SSI MAX Amount
SSP-AR I (12MON)	\$7,794
SSP-AR I (Academic Year [AY])	\$6,786
SSP-AR II (12MON)	\$9,840
SSP-AR II (AY)	\$8,554
SSP-AR III (12MON)	\$10,803
SSP-AR III (AY)	\$9,385

Classification	SSI MAX Amount
HEAD COACH - 12 MON	\$10,803
HEAD COACH - 10 MON	\$9,385
HEAD COACH - ACADEMIC YEAR (AY)	\$9,385
COACH - 12 MON	\$9,840
COACH - 10 MON	\$8,554
COACH - AY	\$8,554
COACHING SPECIALIST - 12 MONTH	\$7,794
COACHING SPECIALIST - 10 MONTH	\$6,786
COACHING SPECIALIST - AY	\$6,786
COACHING ASSISTANT - 12 MONTH	\$6,190
COACHING ASSISTANT - 10 MONTH	\$5,405
COACHING ASSISTANT – AY	\$5,405