

FAQ's on 2023-2024 and 2024-2025 Salary Programs for California Faculty Association (CFA-Unit 3 Employees)

We appreciate your patience while campus responds to the multiple salary changes for numerous bargaining units, the campus is working diligently to ensure that the SCO applies all payments correctly.

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

A: The increase will be retroactive to July 1, 2023.

Q: What is the percentage increase for the GSI?

A: 5% (five percent)

Q: When will the increases be processed?

A: Per the Chancellor's Office, these adjustments will begin being processed for retroactive payment by the State Controller's Office (SCO) during the week of April 22, 2024. Most situations will be handled by the SCO, but campus will need to process a large number of the Unit 3 employees manually after the SCO runs their process.

Q: When will the increase be incorporated into my paycheck?

A: Per the Chancellor's Office, base salary increases will be incorporated into the May 2024 paycheck (May 30, 2024 issue date). Most increases will be handled by the SCO, but the campus may need to process a number of the Unit 3 employees manually after the initial SCO process.

Q: Who is eligible for the GSI?

A: All Unit 3 employees on active pay status or on leave, effective July 1, 2023, through the date of the mass update occurring the week of April 22, 2024, will receive the 5% GSI.

Q: How can I check my employment records to see if I have received the GSI?

A: You can check your compensation history within the Employee Center in MySacState after the end of May payroll (May 30, 2024) is issued, for GSI information.



Q: How will the 5% GSI impact other changes to my salary since 7/1/23?

A: The 5% GSI will be added to the salary you had as of 7/1/23. Any subsequent salary changes (such as SSI, promotion, range elevation, etc.) will then be recalculated and added back on to your post-GSI salary.

Q: What does the increase to the salary minimum for Range A and B mean?

A: The salary range minimums of Lecturer A and Lecturer B classifications (as well as corresponding assistant professors, coaches, counselors, and librarians – see Appendix for a list) will be increased by \$250 monthly, effective on July 1, 2023 *after* the 5% GSI is applied. Unit 3 employees who are below the new minimum will have their salary increased to the new minimum.

Q: What about the 5% GSI for July 1, 2024?

A: The 5% GSI for July 1, 2024 is budget-dependent. More information will be provided once it is made available.

Q: What about the SSI for fiscal year 2024-25?

A: More information as well as a FAQ document regarding the SSI for 2024-25 will be provided once it is made available.

APPENDIX

Lecturer A and B classifications (including corresponding assistant professors, coaches, counselors, and librarians)

2358	2	Lecturer – Academic Year
2358	3	Lecturer – Academic Year
2359	2	Lecturer – 12 month
2359	3	Lecturer – 12 month
2360	3	Instructional Faculty – Academic Year
2361	3	Instructional Faculty – 12 month
2379	0	Coaching Specialist – 12 month
2380	0	Coaching Specialist – 10 month
2382	0	Coaching Assistant – 12 month
2383	0	Coaching Assistant – 10 month
2387	0	Grant-Related/Specially Funded Instructional Faculty – AY
2388	0	Grant-Related/Specially Funded Instructional Faculty – 12 month
2403	0	FT Faculty Unit – Additional Employment
2481	3	Department Chair – 12 month
2919	2	Librarian – 10 month
2919	3	Librarian – 10 month
2920	2	Librarian – 12 month
2920	3	Librarian – 12 month
3070	0	Student Services Professional, Academic-Related I – 12 month
3071	0	Student Services Professional, Academic-Related I – AY

Updated Salary Schedule for Academic Year Faculty Only (Effective July 1, 2023)

Job Code 2358 and Job Code 2360

Lecturer A or Instructor (Rank 2)

Minimum Rate	SSI Max Rate	Maximum Rate
5,007.00 M	5,675.00 M	6,359.00 M
28.89 H	32.74 H	36.69 H
60,084.00 A	68,100.00 A	76,308.00 A

Lecturer B or Assistant Professor (Rank 3)

Minimum Rate	SSI Max Rate	Maximum Rate
5,925.00 M	7,125.00 M	12,594.00 M
34.18 H	41.11 H	72.66 H
71,100.00 A	85,500.00 A	151,128.00 A

Lecturer C or Associate Professor (Rank 4)

Minimum Rate	SSI Max Rate	Maximum Rate
6,500.00 M	8,982.00 M	13,831.00 M
37.50 H	51.82 H	79.79 H
78,000.00 A	107,784.00 A	165,972.00 A

Lecturer D or Professor (Rank 5)

Minimum Rate	SSI Max Rate	Maximum Rate
8,184.00 M	9,854.00 M	14,487.00 M
47.22 H	56.85 H	83.58 H
98,208.00 A	118,248.00 A	173,844.00 A

Below is the link to the California State University Salary Schedule

<https://www.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx>