

FAQ's on the 2024-2025 Salary Program for California Faculty Association (CFA-Unit 3 Employees)

A General Salary Increase (GSI) has been approved for the 2024/25 fiscal year, effective on July 1, 2024 for eligible faculty. Refer to the following FAQ's or [HR/Salary 2024-17](#) or more information.

We appreciate your patience and understanding while, in addition to maintaining normal campus business operations, the campus also works diligently to collectively ensure implementation of the salary commitments of the CSU.

General Salary Increase FAQ's

Q: *Who is eligible for the GSI?*

A: All Unit 3 employees on active pay status or on leave, effective July 1, 2024, will receive the 5% GSI.

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

A: 5% (five percent)

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

A: The 5% increase will be retroactive to July 1, 2024. Effective July 1, 2024, the annual minima on the salary schedules for Lecturer A (including corresponding coaches, counselors, and librarians), shall be increased by \$3,000 each for Academic Year appointments (and the equivalent for other pay plans). These increases will be applied after the 5% GSI.

Q: *When will the GSI be processed?*

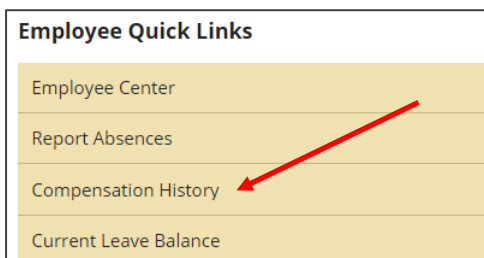
A: Per the Chancellor's Office, these adjustments will begin being processed for retroactive payment by the State Controller's Office (SCO) during the latter part of the week of August 12, 2024. Most situations will be handled by the SCO, but campus may need to process a large number of the Unit 3 employees manually after the SCO runs their process.

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

A: Per the Chancellor's Office, base salary increases will be incorporated into the August 2024 paycheck (August 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: *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 the August payroll (August 30, 2024) is issued, for GSI information.



Service Salary Increase FAQ's

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 2024/25 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 2024/25 are eligible to receive an SSI in fiscal year 2024/2025. 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 their last SSI.

Q: *What is the percentage increase of the SSI for eligible faculty?*

A: 2.65% (two point six five percent)

Q: *What is the effective date of the Service Salary Increase (SSI)?*

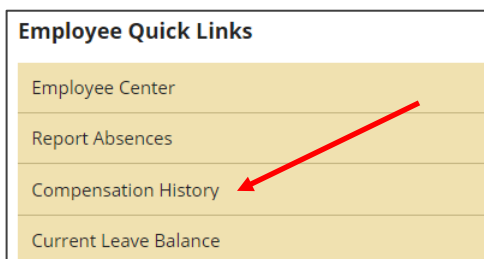
A: SSI effective dates will vary for eligible 12-month employees and will be the first day of the pay period of an employee's anniversary date. For eligible academic year employees, the SSI will be effective at the start of the fall 2024 semester.

Q: *When will the SSI increases be processed?*

A: Tenured and probationary faculty determined as eligible will begin to 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 2024 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.

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

A: You can check your "Compensation history" within the Employee Center in MySacState, after the end of the payroll period in which your SSI will be process. Please refer to the "*When will the SSI increases be processed*" question above for more information and refer to the 2024-25 payroll calendar for payroll issue dates.



Salary Schedule for Academic Year Faculty Only (Effective July 1, 2024)

Job Code 2358 and Job Code 2360

Lecturer A or Instructor (Rank 2)

Minimum Rate	SSI Max Rate	Maximum Rate
5,507.00 M	5,959.00 M	6,677.00 M
31.77 H	34.38 H	38.52 H
66,084.00 A	71,508.00 A	80,124.00 A

Lecturer B or Assistant Professor (Rank 3)

Minimum Rate	SSI Max Rate	Maximum Rate
6,221.00 M	7,481.00 M	13,224.00 M
35.89 H	43.16 H	76.29 H
74,652.00 A	89,772.00 A	158,688.00 A

Lecturer C or Associate Professor (Rank 4)

Minimum Rate	SSI Max Rate	Maximum Rate
6,825.00 M	9,431.00 M	14,523.00 M
39.38 H	54.41 H	83.79 H
81,900.00 A	113,172.00 A	174,276.00 A

Lecturer D or Professor (Rank 5)

Minimum Rate	SSI Max Rate	Maximum Rate
8,593.00 M	10,347.00 M	15,211.00 M
49.58 H	59.69 H	87.76 H
103,116.00 A	124,164.00 A	182,532.00 A

Below is the link to the California State University Salary Schedule

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