

FAQ's on the 2023-2024 Salary Program for California Faculty Association (CFA-Unit 3 Employees)

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.

On April 25, 2024, the State Controller's Office (SCO) conducted a mass update in which salary increases retroactive to July 1, 2023 were processed for eligible CSU faculty.

While most of these payments were successful and have been issued to faculty, some payments have required manual processing and/or correction. Faculty with multiple and complex appointments, for example, require individual attention and could not be included in the mass update. In some instances, faculty may have received a portion of the funds owed to them. OFA and the Payroll Office has been working diligently to identify, process, and/or correct these outstanding transactions. All employees will receive the retroactive payments due to them, however, manual processing takes time. Due to the volume of missing retroactive pay, not just from our campus but all CSU campuses, the SCO is currently working through a backlog of requests.

Q: Why have I not received my salary increase payment or only a portion of the salary increase payment owed to me?

A: Processing retroactive salary increases that span almost 10 months for a complex employee group such as faculty can be extremely challenging. The SCO payroll system is capable of conducting mass updates. Processing retroactive pay for faculty who have a large number of appointments, reappointments, and/or changes in time base or position often, however, requires manual intervention. Due to the volume of missing retroactive pay, not just from our campus but all CSU campuses, the SCO is currently working through a backlog of requests.

GSI payments may have been delayed as a result of a few factors:

- Some payments for faculty with complex appointments may have been only partially issued, may not have been issued, or may have issued incorrectly. Remaining payments and necessary corrections are now being identified and manually processed by the campus.
- Faculty on unpaid leave when the GSI was processed will receive their retroactive GSI payment back to July 1, 2023 when they return to active pay status.
- Salary increases for faculty who taught extension for credit courses in classifications 2322 and/or 2323 must be manually processed by the campus payroll office and are forthcoming.

Q: Why haven't I received retroactive pay for work as a department chair?

A: Department chair compensation is complex and based on many variables and must, therefore, be manually calculated. The administrative fraction, for example, is based on the time base of the chair appointment, whether the chair serves in an AY or 12-month capacity, and the rate of instructional pay of the faculty member. Chairs also receive a flat monthly rate based upon the number of faculty in the department (FTEF Stipend), which was increased this year. Manual transactions are taking additional time to process

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 34.18 H 71,100.00 A	7,125.00 M 41.11 H 85,500.00 A	12,594.00 M 72.66 H 151,128.00 A

Lecturer C or Associate Professor (Rank 4)

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

Lecturer D or Professor (Rank 5)

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