

Faculty Service Areas (FSAs, Article 23)

(1/27/2021, MF)

This is a requirement of Ed Code section 87743.1. FSAs provide a framework for retreat rights, seniority, and bumping in case of an official reduction in force. Tenured and tenure-track faculty work in defined “service areas”. Most of the time, these areas don’t matter at all. They’re only relevant in the case of layoffs of full-time faculty. FT faculty have the right to work anywhere in your defined service areas, if the classes are available.

For instance, if my FSA is “French”, and my French class is cut from the schedule, I would have the right to teach a different French class. If I also have an FSA for Spanish, and I’m senior to others who have the same FSA, I would have the right to teach a Spanish class even if I had not previously taught Spanish at CCSF. This is the legal structure for layoffs, intended to make the process as fair as possible and avoid favoritism.

In many cases, the FSA is the same as your department. But some departments contain more than one service area, and some faculty are qualified in more than one FSA. Qualifying for more FSAs provides you with some protection in case of layoffs.

Key points:

- FSAs only apply to tenured and tenure-track faculty.
- The list of possible FSAs is mostly determined by the list used by the state of California to determine faculty qualifications. The state’s [Minimum Qualifications page](#) has a link to the most current Handbook with the disciplines listed. One exception is that each foreign language has a separate FSA, even though each language is not listed separately by the State.
- FT faculty are automatically assigned to the FSA that covers the assignment you were hired for. Our contract refers to this as our “primary” FSA.
- FT faculty were also assigned to FSAs covering every assignment we had up to May 2018, and everything that HR knew you were qualified for up to that date. These are also considered “primary” FSAs.
- Starting May 2018, CCSF implemented a method for FT faculty to apply for additional FSAs, called “secondary” FSAs. We’re eligible for “secondary” FSAs that cover subjects we’re qualified for, even if we haven’t been assigned in those areas. You must show that you’re qualified under the state quals and our local CCSF requirements. Ed Code says that the deadline to apply is February 15th for the following academic year. The process is detailed in our [contract](#), Article 23.C.