

Faculty Service Areas (FSAs, Article 23)

(1/2021, MF)

This is an obscure Ed Code requirement. The law says that tenured and tenure-track faculty need to have defined “service areas” they work in. 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 area, if the classes are available. For instance, if my FSA is “French”, and my French class is cut from the schedule, I would still have the right to teach a different French class.

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 FSAs is mostly determined by the list used by the state of California to determine faculty qualifications. The state’s [Minimum Qualification’s page](#) has a link to the most current Handbook that has the disciplines listed. One exception is that each foreign language 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.
- FT faculty were also assigned to the FSAs that cover every assignment we had up to May 2018. After that, CCSF started following the law that says faculty must demonstrate we’re qualified for the FSA before we can hold the assignment.
- FT Faculty are also eligible for “secondary” FSAs that cover subjects we’re qualified for, even if we haven’t been assigned in those areas. If HR already had your transcripts or records showing your qualifications prior to May 2018, you should already have that FSA. Otherwise, you can demonstrate your qualifications. The deadline to apply is September 1 for the following academic year.