

## **Faculty Service Areas (FSAs)**

A Faculty Service Area (FSA), as defined by California Education Code §87743.1, is “a service or instructional subject area or group of related services or instructional subject areas performed by faculty and established by a community college district.” The SDCCD AFT- Faculty Collective Bargaining Agreement defines FSA as “a discipline area in which faculty have seniority rights in the event of a reduction in force. An FSA is identical to catalog disciplines and services.” The discipline(s) applied for must be represented in the SDCCD to be relevant for consideration.

When a tenure/tenure-track faculty member is hired to teach within the San Diego Community College District (SDCCD), they must demonstrate that s/he possess the minimum qualifications to teach a specific discipline as qualified by the California Community College Minimum Qualifications Handbook. The discipline they qualified for is recorded as their initial FSA. Annually, thereafter, a window period is announced during which an academic employee may demonstrate that s/he possesses the minimum qualifications to teach additional discipline(s).

The purpose of the annual FSA application period is to permit tenure/tenure-track faculty members, and academic managers and supervisors, the opportunity to submit evidence that they possess the qualifications for additional discipline subjects (FSAs). The additional FSA(s) is/are relevant only in the event their currently assigned discipline incurs layoffs due to lack of work or lack of funds. At that time, the tenure/tenure-track faculty member can exercise their right to have FSAs considered to allow them to teach in a qualifying vacant position.

California Education Code §87743.1, and SDCCD AFT- Faculty Collective Bargaining Agreement Article XXIII, explains the roles and responsibilities relating to the utilization of FSAs.

The District’s FSA application period is October 15 – December 15 annually.

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