

SALARY CONVERSION AND COMPENSATION FOR SUMMER EMPLOYMENT FACULTY PAY AND SALARY CONVERSIONS

I. Purpose

The purpose of this policy is to establish pay options for nine- to 11-month employees and to set the method for ~~Following is the policy on~~ salary conversion from between nine months to twelve 12 months, and compensation for ~~—summer employment.~~ The following provisions are subject to Board of Trustees Policy 435.3, which addresses compensation for administrators with tenured academic appointments.

II. Twelve-month Salary Payment to Nine-month Employees

Nine- to 11-month employees (on one-half time or greater appointments) may elect to have their annual salaries paid in 12 equal installments, provided that no monthly installments under such an agreement shall commence earlier than the first day of the month in which said employee begins work. An election of this nature must be made pursuant to policies applicable to each respective campus.

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III. Salary Conversion

When the employment period of a faculty member is changed from nine months to twelve 12 months, his/her twelve 12-month salary will be 125 percent of his/her nine-month salary. When the employment period of a faculty member is changed from 12 months to nine months, his/her nine-month salary will be 80 percent of his/her 12-month salary.

Annual salary increases for all faculty personnel will be computed on a basis of nine-month employment and an adjustment will then be made for persons on 12-month appointment, using a factor of 1.25 on the increase.

IV. Summer Employment

1. _____

2. ~~When a person on nine-month employment period is employed for the equivalent of two months' summer work, he/she will receive for his/her summer work 20 percent of his/her nine-month salary.~~

Employees on nine-month appointments may be compensated for summer work as follows:÷

A. ~~A. Employees may be compensated for teaching during the summer on a per course basis.~~

A. _____

~~B. Employees on nine-month appointments may who are assigned additional summer employment may be compensated for any summer such employment (including any responsibilities for research, teaching or service) on a basis proportionate to their previous nine-month salary.~~

~~B.~~

~~C. Total compensation for summer employment may not exceed 33 1/3 percent of the previous nine-month salary and is subject to applicable line-item maximum restrictions.~~

- ~~any summer research employment on a basis proportionate to the salary of the previous nine months. For example, full-time summer employment for the entire period between the ending of the previous nine-month period and the beginning of the following nine-month period may be compensated by an amount equivalent to 33 1/2 percent of the previous nine months' salary, and part-time employment may be at a proportionate rate.~~

~~3. Annual salary increases for all faculty personnel will be computed on a basis of nine-month employment and an adjustment will then be made for persons on twelve-month appointment, using a factor of 1.25 on the increase.~~

~~When the employment period of a faculty member is changed from twelve months to nine months, his/her nine-month salary will be 80 percent of his/her twelve-month salary.~~

~~[The above provisions are subject to Board of Trustees Policy 435.3, which addresses compensation for administrators with tenured academic appointments.]~~

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