

On July 1, 2011 we will align the Faculty Payroll Year with the University Fiscal Year

- How we get paid now
- How that will change
- Transition for continuing faculty
- Faculty who leave
- Raises

CURRENT SYSTEM: \$120K Nine month AY salary, divided over 12 months:

	cumulative paid	cumulative earned	in accrual account (earned >paid)	paycheck
September	10000	13333	3333	10000
October	20000	26666	6666	10000
November	30000	39999	10000	10000
December	40000	53333	13333	10000
January	50000	66666	16666	10000
February	60000	80000	20000	10000
March	70000	93333	23333	10000
April	80000	106666	26666	10000
May	90000	120000	30000	10000
June	100000	120000	20000	10000
July	110000	120000	10000	10000
August	120000	120000	0	10000

NEW SYSTEM with July Payroll Start

Month of paycheck	cumulative paid	cumulative earned	paycheck	paid > earned even or earned > paid
July	10000	0	10000	10000
August	20000	0	10000	20000
September	30000	13333	10000	16667
October	40000	26666	10000	13334
November	50000	39999	10000	10001
December	60000	53333	10000	6667
January--15th	60000	60000	(none)	EVEN
January	70000	66666	10000	3334
February	80000	80000	10000	EVEN
March	90000	93333	10000	3333
April	100000	106666	10000	6666
May	110000	120000	10000	10000
June	120000	120000	10000	EVEN

Continuing faculty move to a July 1 payroll year start date this year!

	cumulative paid	cumulative earned	in accrual account	paycheck
Sept. 2010	10000	13333	3333	10000
October	20000	26666	6666	10000
November	30000	39999	10000	10000
December	40000	53333	13333	10000
Jan. 2011	50000	66666	16666	10000
February	60000	80000	20000	10000
March	70000	93333	23333	10000
April	80000	106666	26666	10000
May	90000	120000	30000	10000
June	100000	120000	20000	10000
On June 30 we owe 20K but we also should start pre-pay in July				
July. 2011	10000	0		10000
August	20000	0		10000
September	30000	13333		10000

One time payment in July 2011

- The salary in each faculty member's accrual account will be paid in a separate payment in early July 2011.
- Regular salary payments for the upcoming academic year ("pre-pay") will begin July 31.

Draft of addition to Faculty Handbook

- Faculty whose base salary is for duties performed during the nine-month academic year (September 1 to May 31) but who receive this salary over a twelve month period will be paid in equal monthly installments (paid on the last working day of each month) for the period July 1 to June 30 (the fiscal year). Payments received by such faculty in July and August constitute prepayment for the upcoming academic year and the payment received in June constitutes post-payment for the preceding academic year. If such faculty terminate from the University prior to the end of the fall semester (January 15), they are required to reimburse the University for a proportionate amount of the prepayment. If such faculty terminate from the University prior to September, they must repay the University all prepayment received. If such faculty terminate from the University after January 15 but before June 30, they will receive payment from the University for a proportionate amount of the post-payment.

Benefits & Termination Dates

- New faculty are covered in July with a July 1 appointment date.
- End date for new (re)appointments will be June 30.
- We have many faculty now with Aug. 31 contract end dates. Once we go to a July 1 payroll year, if such a person is not reappointed, his or her last paycheck is June 30, but he or she has an expectation of being eligible for benefits until Aug. 31.
- Tentative plan is to put the non-reappointed person with the Aug. 31 end date on an “unpaid leave” for the last 2 months of the contract. They will have received all salary owed by June 30. The person could –
 - pay the July and August employee contribution from the June paycheck and continue benefits to August 31.
 - decline benefits for July and August because going into unpaid status is a “qualifying event.”

Raises

- The annual merit review and raise cycle begins with the faculty member completing the FAR (opens in December) and ends with a raise the following September.
- This will not change.
- Raises will be effective in September.
- *Accounting* will be adjusted retroactive to start of fiscal year in July.

\$120K, 9 month AY salary with a 3% raise in Sept. so paycheck becomes 1/12 of \$123.6K

	cumulative paid	cumulative earned	paycheck
July	10000	0	10000
August	20000	0	10000
September	30900	13733	10900
October	41200	27466	10300
November	51500	41199	10300
December	61800	53333	10300
January	72100	68665	10300
February	82400	82398	10300
March	92700	96131	10300
April	103000	109864	10300
May	113300	123600	10300
June	123600	123600	10300

Summer Salaries

- Summer salaries are unaffected by changes in the start of the payroll year.
- A raise that is effective Sept. 1 has no effect on the summer salary that was already paid.

QUESTIONS?

July 1 Working Group

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