



Faculty members have 9-month appointments but have the option to spread the pay over 12 months. The base salary is the same regardless of whether a faculty has chosen the 9-month pay option or the 12-month pay option, but the number of payments remaining in the academic year for the 9-month pay option versus a 12-month pay option is not the same. Merit pay for the 9-month pay option faculty member results in five disbursements (2/1 - 6/1 payments). Merit pay for the 12-month pay option faculty member results in eight disbursements (2/1 - 9/1 payments).

Jill Pioneer was awarded a \$3,501, 5.00% merit increase based on a salary of \$70,010.

Merit Calculation for F9 faculty for a fiscal year.

- *Total Merit Award \$3,501 divided by 9 months = \$389.00*

***Without the adjustment for F12 faculty, it would result in an overpayment at the end of the current fiscal year.***

- *9-month faculty \$389.00 times 5 months = \$1,945.00*
- *12-month faculty \$389.00 times 8 months = \$3,112.00*
- *\$3,112.00 - \$1,945.00 = \$1,167.00 overpayment*

***With the adjustment for F12 faculty, the total amounts for F9 faculty and F12 faculty are the same.***

- *9-month faculty \$389.00 times 5 months = \$1,945.00*
- *12-month faculty \$243.13 times 8 months = \$1,945.00 (rounding)*

Therefore, the F12 faculty salary must be temporarily adjusted for the remainder of the fiscal year to \$72,927.50 so payroll will generate \$243.13 per month over an 8-month period (\$1,945.00) so that no overpayments are made.

Adjusted merit calculations:

- *\$72,927.50 minus \$70,010.00 = \$2,917.50*
- *\$2,917.50 divided by 12 months = \$243.13*
- *\$243.13 times 8 payments (2/1 – 9/1) generates = \$1,945.00 (rounding)*

The temporary adjusted annual salary is effective January 1, 2024, through August 31, 2024, only. As of 9/1/24, the annual salary will revert to \$70,010 + \$3,501 = **\$73,511** as this starts a new fiscal year.