



For the Union

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FOR THE UNIVERSITY


9-25-2020

ARTICLE 6
ACADEMIC YEAR – APPOINTMENT

A. 9/12 ACADEMIC YEAR APPOINTMENT

1. When, prior to the commencement of the fall quarter/semester service period, it is the University's intention to appoint an NSF for all three quarters or two semesters of the academic year in a single department, program, or unit, the University shall appoint the NSF to an academic-year appointment (9/12 payment) title code.
2. The service period for **9/12** academic-year appointments shall be the start of the fall quarter or semester through the end of the spring quarter or semester (**approximately nine [9] months**). The pay period for academic-year appointments shall be July 1 through June 30, **which is the twelve (12) consecutive calendar months of the fiscal year.**
- ~~3. NSF shall not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.~~

B. "1/9 PAYMENT" AND "1/10 PAYMENT" ACADEMIC YEAR APPOINTMENT

1. When, prior to the commencement of the fall quarter or semester service period, it is the University's intention to employ an NSF for one quarter, two quarters, or one semester of the academic year in a single department, program, or unit, the University shall appoint the NSF to a quarter-based appointment with a 1/9 payment title code or a semester-based appointment with a 1/10 payment title code.
 2. The service period for quarter-based appointments shall be the start of the quarter through the end of the quarter dates, or the end of the subsequent quarter dates in two quarter appointments (**paid on a 1/9 basis**). The service period for semester-based appointments shall be the start of the semester through the end of the semester dates (**paid on a 1/10 basis**). The pay period for such appointments shall be the quarter or semester dates associated with the appointment made. **See Appendix for campus pay dates.**
- ~~NSF shall not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.~~

C. APPOINTMENTS MADE AT VARIABLE PERCENTAGES OF TIME

1. NSF appointed for a full academic year (**9/12 academic year appointment**) at a variable percentage of time in each quarter/semester will be considered to be on a variable time appointment for benefits purposes in accordance with Article 11 — Benefits.
2. **NSF appointed for a full academic year (9/12 academic year appointment) at a variable percentage of time in each quarter/semester will receive their annual salary in twelve equal monthly installments. NSF who receive their annual salary in twelve equal monthly installments over the period July 1 through June 30 are prepaid to some extent, e.g., pay begins in July for services not rendered until August (semester campus) or mid-September (quarter campus).**
 - a. **When such a NSF leaves University service before the end of an academic year or end of a quarter/semester or if there is a reduction in time pursuant to Article 17 Layoff and Reduction in Time, the total amount actually owed for services from the beginning of the quarter/semester to the time of departure or reduction in time may differ from the total of the salary installments received by the NSF to date. The amount of salary actually due for services to the date of termination or reduction in time shall be compared with the total amount of pay already received. If the amount of pay already received exceeds the amount owed, the NSF shall refund the difference to the University. If the amount owed exceeds the amount received, the University shall pay the difference to the NSF.**