Summer 2022 – Summer Payroll Processing Instructions

Applicability: Regular faculty (with budgeted positions during the fall/spring semesters), salaried graduate students, and adjuncts

ePAR Due Date: Please have ePARs for 7-1 payroll submitted to the Provost Office by noon on June 15th.

Summer Faculty Spreadsheet Due Date: Please return the completed Faculty spreadsheet(s) for Summer I, Maymester, 8 Week, 10 Week and Summer submitted to Brandi Everett no later than June 6th. We will not be able to approve faculty teaching ePARs until we receive the departmental or College spreadsheet. Summer II data can be submitted later in June/July but must be submitted no later than July 6th.

FACULTY INSTRUCTIONS

Summary of Summer Compensation Rules unless Documented Exception Granted by Provost

• Rate factor = 2.77% per SCH (8.33% for 3 SCH)
  o Minimum Salary = $1207.85 per SCH ($3,623.55 for 3 SCH) If necessary, the minimum salary for faculty can be increased to match the salary paid to adjuncts in the department.
  o At the discretion of the college, and provided that the college has the ability to fund the additional expense without negatively impacting other course offerings, the college can permit a maximum salary up to the amount that would be calculated at 2.77% per SCH.

• For faculty, the Supplemental Compensation Calculation spreadsheet should be attached to all ePAR’s (with the exception of teaching epars), including those to pay augmentations and tasks. The spreadsheet is available at: https://vpaa.unt.edu/resources/recruitment/compensation-summer

The summer faculty spreadsheet is for reference and calculation only, but must be completed and returned to the Provost Office for use in verifying ePAR data. We will not be able to approve faculty teaching ePARs until we receive the departmental or College spreadsheet.

1. All summer appointments must be submitted via ePAR. Please reference the instructions on the summer pay PowerPoint for step-by-step directions on ePAR entry and to locate information on FTE and semester dates.

2. To use the calculation formulas built into the spreadsheet, only fill in the blue columns. All other fields will calculate for you. Any errors found in the salaries should be referred to Brandi Everett (x3951). Please review salaries carefully to ensure there are no errors in a faculty member’s 9 mo salary.

3. The spreadsheet calculations should be used to calculate rates for teaching appointments only. Please note that Column “Monthly Salary” is the faculty member’s regular monthly rate of pay. This figure can be used to calculate Faculty Research (Job Code 1301) and Faculty Program/Project Coordinator (Job Code 1233) appointments. The FTE for 1301 and 1233 appointments should be calculated by dividing the monthly rate to pay by the monthly salary (rate) at full-time equivalent (column J from the spreadsheet). Example: To pay out a monthly rate of $2,000 with the monthly salary at full-time equivalent of $9100 calculates as $2,000/$9100=.22 FTE.

4. The spreadsheet is divided into five tabs this year. Each tab represents a different summer pay period or information for other additional pay. Please read the notes on the top of each tab to identify the pay period covered and/or the information requested on that tab. The GREEN Total section on each tab can be used for ePAR data entry. This area will calculate the monthly salary and FTE that should be entered for teaching during that particular pay period.
The first tab should be used for calculating teaching payments for Summer I, 8 Week, and Maymester, with ePAR effective date of 6-1 and appointment end date of 7-15.

The second tab should be used for calculating teaching payments for Summer II, with ePAR effective date of 7-16 and appointment end date of 8-31.

The third tab should be used for calculating teaching payments for 10 Week or Summer with ePAR effective date of 6-1 and appointment end date of 8-31.

The fourth tab is used to document non-instructional work performed by faculty. Please complete this tab for documenting summer work performed by faculty on a 1233 job code paid from any funding source, or for work performed on a 1301 job code that is not paid from external project funding. If the faculty member has a written agreement for the summer appointment(s), please indicate that in the description column including the date of the agreement and the name of the individual who authorized the agreement in addition to providing a brief description of the work being performed. Please add additional columns if faculty have more than three appointments during the summer pay period. We will review and request additional information as needed.

This tab lists each faculty member in your college along with their current 9 month salary and monthly full-time equivalent salary. Please complete the following columns for each additional appointment:

- Time Period for Appointment
- FTE for Appointment
- Total Amount to Pay for Appointment
- Description of Work to be Performed for Appointment
- How will completion of work be verified

Salary payments for summer appointments for 9-month faculty may not exceed 3/9 of the IBS regardless of funding source. Summer teaching, research or program/project coordination; supplemental compensation; and faculty overload may not be used to exceed this limit. The 3/9 limit ensures that maximum summer compensation is equivalent for teaching and research activity.

The fifth tab is used to track if the total payments from the first four tabs are compliant with the 3/9ths rule. Keep in mind that course overloads may not be used to exceed the maximum of 3/9 of IBS during the summer.

5. Please note that you will need to submit separate ePARs for appointments that have different start/end dates, different job code, different rates of pay, and/or different monthly payment amounts. For example, you can submit one ePAR for a faculty member teaching 1 Maymester course and 1 Summer I course. However, you would need to submit two separate ePARs for a faculty member teaching Summer I and also serving in a 1301 research appointment. Similarly, you would need to submit two separate ePARs for a faculty member teaching Summer I and also teaching a 10 Week course.

6. Chairs with 12-month appointments will not appear on the spreadsheet as they are already on payroll for 100% during the summer. If a new chair starts in the summer, consult with the Provost Office regarding appropriate payroll documents.

7. Modified faculty will not appear on the spreadsheet. If a modified faculty member is teaching during this session, please submit an ePAR.

8. Please coordinate total FTE for summer appointments for faculty who have joint appointments with the employee’s other college/department. Faculty with joint appointments will only appear on their “home” department spreadsheet. If you need salary data for someone with a joint appointment, please contact Brandi Everett at x3951.

9. Please use the comments section in ePAR to note the faculty member’s regular 9 month salary. Additionally, for job code 1233 or job code 1301 (excluding any payments to faculty on external project funding) appointments please include a brief description of the work to be performed in the comments.
10. Changes to data submitted must be made via ePAR. Additionally, terminations must be submitted via ePAR if the individual terminates the appointment prior to the appointment end date.

**NOTE:** Do not submit ePAR’s dated 6/1 – 8/31 on a faculty member’s regular 9-month job record. These will not be approved. If an urgent situation arises, contact Academic Resources for guidance.

**SALARIED GRADUATE STUDENTS and ADJUNCT INSTRUCTIONS**

1. All summer appointments must be submitted via ePAR. Please reference the instructions on the summer pay PowerPoint for step-by-step directions on ePAR entry and to locate information on FTE and semester dates.
   - Criminal History Checks (CHC) will need to be done prior to the submission of an ePAR for those who have not previously had one done. Submit the offer letter via the Salaried Graduate Student Offer Letter Automated Form (Dynamic Form), found online at https://vpaa.unt.edu/resources/retention. The submission of the Dynamic form will initiate the signatures for the offer letter and CHC process.

2. Students may not change levels until September. Please use appropriate job codes that correspond with their current level.

3. Please note that you will need to submit separate ePARs for appointments that have different start/end dates, different job codes, different rates of pay, and/or different monthly payment amounts. You can only combine jobs onto one ePAR if all these factors are similar. For example, you can submit one ePAR for an adjunct for two classes that will be paid from the same funding source during the same time period. You would need to submit two separate ePARs if a grad student will be serving as a 25% TF and also as a 25% RA during the summer. Similarly, you would need to submit two separate ePARS if an adjunct is teaching one class in Summer I and a second class for 10 week because there are different appointment dates.

4. Changes to data submitted must be made via ePAR. Additionally, terminations must be submitted via ePAR if the individual terminates the appointment prior to the appointment end date.

5. Please Note: It is critical that departments not terminate spring appointments for employees if they have worked the complete semester. Most salaried grad and adjunct employees are eligible for benefits continuation through the summer. We will leave the spring jobs in “work break” status through the end of August and then will programmatically remove any non-returning employees.

6. Salaried Graduate Student Offer Letters:
   - Offer letters (processed via the Dynamic Form) are required for any:
     - New salaried graduate students
     - Student moving from an hourly job code to a salaried graduate student job code
     - Break in service, meaning did not work a full long semester such as fall or spring. Graduate students who are not employed in the summer semester do not count as a break in service.
   - Salaried graduate students who are changing job codes within the range of 0801-0833 with no break in service are not required to sign a new offer letter of employment or have a new CHC run. For example: A salaried graduate student who was hired as a TA in spring, and will work as a TF in summer or fall will not be required to submit a new offer letter.

Please note that the use of the dynamic form will require the use of the students my.unt.edu email address