

TECHNICAL COLLEGE FACULTY PAY OPTIONS

When the vocational-technical institutions became Technical Colleges, faculty positions became nine-month positions instead of twelve month positions as they had been. This was part of the legislative intent to follow the community college model in restructuring Technical Colleges and to enhance their qualifications to obtain North Central accreditation. Faculty annual salaries were not reduced, although faculty are required to work fewer months.

The faculty were not required to be on campus until August 4, 1991, but, to avoid disruption in their pay checks this year, the Department advised the institutions to allow their faculty either to take accrued annual leave or to report to work. This was necessary because state law (Ar. Code 6-63-303, paragraph (c)(2)) does not permit paying employees in advance of work performed. The pay employees received in those first three pay periods was counted towards their total annual salary.

Faculty pay checks continued uninterrupted from July 1 through August 3, at which time faculty contracts were written for the academic year. Conversion to the academic calendar means that there will be a period next summer when faculty will not be on campus, and three pay periods when they would not receive pay checks. Faculty members were given the opportunity to choose either (1) to take the balance of this fiscal year's salary over the 23 pay periods remaining from August 4, 1991 to June 30, 1992, or (2) to spread their annual salary over 26 pay periods to provide for those three pay periods next summer.

Regardless of the option a faculty member chose, the total pay for work during the 1991-92 academic year, plus the three checks received this summer between July 1 and August 4, represent the salary they would have earned during the 1990-91 fiscal year plus an increase of approximately 4.5% as of this July 1. If a faculty member chose to divide his or her annual salary to cover the three additional pay periods next summer, the bi-weekly gross salary was reduced, but the annual salary remained the same.

A faculty member could verify this by multiplying the current bi-weekly gross salary by the number of pay periods chosen (23 or 26) and adding the three checks received between July 1 and August 4.

A frequently raised issue is that the faculty annual leave which they were required to use this summer was earned under the Vo-Tech system, and the suggestion was made that employees should have been paid for that accrued leave by Vo-Tech. No precedent exists for such an arrangement. The state law establishes that if an employee leaves one state entity to work for another, accrued annual leave is transferred to the new state employer. That is the case whether an individual changes employment from one state employer to another, or whether an entire group of employees is transferred by legislative mandate to another state entity. Even if it had been possible under state law to pay employees for the accrued leave as suggested, the result would

have been the same. In effect, they were paid for that leave over a period of six weeks. Employees have lost nothing because of the transfer from the Vo-Tech Division of the Department of Education. In fact, they have received what amounts to an increase because they will work fewer months for the same annual pay they would have received as twelve month employees in the Vo-Tech system.

**EXAMPLE OF FACULTY PAY
AT TECHNICAL COLLEGES**

July 1, 1991: for a 1990-91 fiscal year annual gross salary rate of \$20,763 (as of June 30, 1991) increased by 4.55% yields a 1991-92 annual gross salary of \$21,708.

Faculty pay continued uninterrupted from 6/24/91 (the beginning of the first pay period in fiscal year 1991-92) through August 3, 1991, when contracts for the 1991-92 academic year were issued. Effective with the pay period beginning August 4, 1991, faculty could choose to take the balance of their annual salary over the 23 pay periods remaining in fiscal year 1991-92:

PAY PERIODS FROM - TO	NUMBER OF PERIODS	GROSS PER PAY PERIOD	TOTAL PAID
6/24/91 - 8/03/91	3	\$834.92	\$ 2,505
8/04/91 - 6/30/92	23	\$834.92	\$19,203
TOTAL	26		\$21,708

Since payments on faculty contracts will be completed June 30, 1992 and their new contracts will not be issued until August, 1992, there will be a period of approximately 3 bi-weekly pay periods when faculty will not be in pay status. Faculty were given the opportunity to spread the balance of their 1991-92 fiscal salary over the additional three pay periods or a total of 26 pay periods:

PAY PERIODS FROM - TO	NUMBER OF PERIODS	GROSS PER PAY PERIOD	TOTAL PAID
6/24/91 - 8/03/91	3	\$834.92	\$ 2,505
8/04/91 - 8/01/92	26	\$738.57	\$19,203
TOTAL	29		\$21,708

The total annual salary is paid for work performed in fiscal year 1991-92 and is the same whether faculty select the 23 or 26 pay period option.