## 12-Month Pay Option Change Impact

### What will be different?

<table>
<thead>
<tr>
<th>CURRENT SYSTEM</th>
<th>WORKDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>This election is not available to all 9-month faculty.</td>
<td>This election will be open to 9-month faculty starting their second academic year of employment at ISU.</td>
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</tbody>
</table>
| Nine-month faculty who do not elect the 12-month pay option have triple deductions withheld in May to prepay their Summer benefit costs. | • Faculty who do not elect the 12-month pay option and **who are paid** Summer Salary, have benefit deductions taken for each month of summer pay.  
• Faculty who do not elect the 12-month pay option and **who are not paid** Summer Salary, have benefit deductions caught up in August (in arrears).  
• For faculty who elect the 12-month pay option, their benefit deductions will be withheld evenly throughout the year. |

### What will remain the same?

- Faculty who have a current 12-month election will remain on 12-month election; no need to take action!
- Request to enroll for 12-month election will be available for election by July 10th each year. (Note: Earlier deadline for 2019 is June 20.)
12-Month Pay Option Enrollment Process

WHO Can Enroll?
- Tenured, Tenure Track and Term faculty on full academic year appointment and after their first year of employment.

WHEN To Enroll?
- For fiscal year starting July 1, 2019, you must enroll by June 20, 2019.

HOW To Enroll?
- Complete the 12-month Pay Enrollment Form and return to the Payroll office. Form available at: http://www.controller.iastate.edu/payroll/forms.htm

ADDITIONAL Consideration
- Once the option is elected, a change to the regular 9-month pay plan cannot be made until the following year.