

## REMINDER: OneUSG Connect | Faculty Academic Contracts and Summer Pay/Leave

August 10, 2020

Dear Faculty,

As you may recall, all University System of Georgia (USG) institutions are now part of OneUSG Connect—a collective initiative designed to adopt leading business practices and tools, while utilizing a comprehensive human resources administration system.

One element of this transformation is implementing a consistent approach to policies and procedures across the USG.

In March, we shared three important components of the transition relevant to faculty on **academic year contracts**. As a reminder, two changes, distribution of faculty paychecks and impacts to sick time accrual in the summer, as well as further details on summer pay procedures are explained in detail below.

- Beginning in August of 2020, academic pay will be evenly distributed from the August through May time period** – this represents a change in pay distribution from Georgia Tech's current practice, but this move will put the Institute in alignment with practices at all other schools in the USG, which would support the consistency goal of the OneUSG Connect initiative.

Georgia Tech faculty with nine-month academic year appointments are currently paid in ten unequal paychecks distributed from mid-August through mid-May. In August, with the start of the 20-21 academic year, faculty pay for the full academic year will be distributed in 10 **equal** payments from August through the following May. For example, if a faculty member earns \$90,000 in academic pay, their gross academic year pay will be \$9,000 each month from August through May (previously, \$5,000 would have been the gross pay during the months of August and the following May, and \$10,000 for the months of September through April).

CURRENT STATE – GEORGIA TECH		
	Academic Pay	TOTAL
<b>AUG</b>	\$ 5,000	\$ 5,000
<b>SEP</b>	\$ 10,000	\$ 10,000
<b>OCT</b>	\$ 10,000	\$ 10,000
<b>NOV</b>	\$ 10,000	\$ 10,000
<b>DEC</b>	\$ 10,000	\$ 10,000
<b>JAN</b>	\$ 10,000	\$ 10,000
<b>FEB</b>	\$ 10,000	\$ 10,000
<b>MAR</b>	\$ 10,000	\$ 10,000
<b>APR</b>	\$ 10,000	\$ 10,000
<b>MAY</b>	\$ 5,000	\$ 5,000
	<b>\$ 90,000</b>	<b>\$ 90,000</b>

FUTURE STATE – ONEUSG CONNECT		
	Academic Pay	TOTAL
<b>AUG</b>	\$ 9,000	\$ 9,000
<b>SEP</b>	\$ 9,000	\$ 9,000
<b>OCT</b>	\$ 9,000	\$ 9,000
<b>NOV</b>	\$ 9,000	\$ 9,000
<b>DEC</b>	\$ 9,000	\$ 9,000
<b>JAN</b>	\$ 9,000	\$ 9,000
<b>FEB</b>	\$ 9,000	\$ 9,000
<b>MAR</b>	\$ 9,000	\$ 9,000
<b>APR</b>	\$ 9,000	\$ 9,000
<b>MAY</b>	\$ 9,000	\$ 9,000
	<b>\$ 90,000</b>	<b>\$ 90,000</b>

The Institute provides a pay calculator tool that allows faculty to see how their monthly pay will be impacted, <http://transformation.gatech.edu/faculty>. The tool requires being logged in on a Georgia Tech network or connected to the VPN.

## **2. The timing of summer salary charges and payments will not change from Georgia Tech's current procedures.**

Summer pay distribution does not need to change from the current process, and is expected to be aligned with when the work will be performed. For example, if a faculty member is to expend three months' summer effort, then one full month of summer salary can be charged during each of June and July, and half a month in each of May and August.

<b>CURRENT STATE – GEORGIA TECH</b>			
	<b>Contract Pay</b>	<b>Summer Pay</b>	<b>TOTAL</b>
<b>AUG</b>	\$ 5,000	\$ 5,000	\$ 10,000
<b>SEP</b>	\$ 10,000		\$ 10,000
<b>OCT</b>	\$ 10,000		\$ 10,000
<b>NOV</b>	\$ 10,000		\$ 10,000
<b>DEC</b>	\$ 10,000		\$ 10,000
<b>JAN</b>	\$ 10,000		\$ 10,000
<b>FEB</b>	\$ 10,000		\$ 10,000
<b>MAR</b>	\$ 10,000		\$ 10,000
<b>APR</b>	\$ 10,000		\$ 10,000
<b>MAY</b>	\$ 5,000	\$ 5,000	\$ 10,000
<b>JUN</b>		\$ 10,000	\$ 10,000
<b>JUL</b>		\$ 10,000	\$ 10,000
	<b>\$ 90,000</b>	<b>\$ 30,000</b>	<b>\$ 120,000</b>

<b>FUTURE STATE – ONEUSG CONNECT</b>			
	<b>Contract Pay</b>	<b>Summer Pay</b>	<b>TOTAL</b>
<b>AUG</b>	\$9,000	\$5,000	\$14,000
<b>SEP</b>	\$9,000		\$9,000
<b>OCT</b>	\$9,000		\$9,000
<b>NOV</b>	\$9,000		\$9,000
<b>DEC</b>	\$9,000		\$9,000
<b>JAN</b>	\$9,000		\$9,000
<b>FEB</b>	\$9,000		\$9,000
<b>MAR</b>	\$9,000		\$9,000
<b>APR</b>	\$9,000		\$9,000
<b>MAY</b>	\$9,000	\$5,000	\$14,000
<b>JUN</b>		\$10,000	\$10,000
<b>JUL</b>		\$10,000	\$10,000
	<b>\$90,000</b>	<b>\$30,000</b>	<b>\$120,000</b>

Note: Example above assumes manual update to default % calculation for summer pay

## **3. Faculty will not earn sick leave during the summer if they do not receive summer pay.**

During system conversion, some inconsistencies were discovered between Georgia Tech practice and the USG policy in how sick leave is accrued for some faculty. Previously, faculty members earned eight hours of sick leave every month, including the summer months. With OneUSG Connect, criteria for earning sick leave during the summer months will change to align with USG policy. If benefits-eligible faculty receive summer pay for teaching or research activities, they will continue to earn sick leave (at a rate proportional to eight hours per full month worked) during June and July. However, if a faculty member does not receive summer pay for teaching or research activities during the summer, they will no longer earn sick leave during June and July. This change will not impact any accrued leave faculty may have earned in past years.

<b>2020 Faculty Sick Leave Accrual Update for OneUSG Connect</b>		
<b>Months Worked</b>	<b>Sick Leave Accrual Rate</b>	<b>Total Hours Per Year</b>
12 months (including June and July)	8 hours per month	96 sick leave hours
10 months ( <i>not</i> including June and July)	8 hours per month	80 sick leave hours

For more information about OneUSG Connect, visit [transformation.gatech.edu](http://transformation.gatech.edu). If you have questions, please contact your unit HR representative.