

# Middle Georgia State University

## Faculty Summer Pay Rules - Summer 2019

MGA will pay eleven percent of a full time faculty member's 2018-19 academic year contracted salary for each three hour course taught up to a total of six hours for the Summer Semester 2019.

Each hour taught over six but less than nine (hours seven and eight) will be paid at 3.67%. For all hours taught over eight, the faculty member will be remunerated at the overload rate of \$1,000 per credit hour up to a total of 30% of the contracted salary.

Classes must have 12 students enrolled and paid to 'make'. If fewer than 12 students are enrolled in a class, faculty will be remunerated at the following pro-rata pay rules:

11 Paid Students                      11/12 (91.6%) of the amount calculated above

10 Paid Students                      10/12 (83%) of the amount calculated above

If fewer than 10 students are enrolled the faculty member will be paid at 10/12 of the total calculated IF approval to offer the course is received from both the Provost and the EVP Finance & Operations.

To receive approval for offering a course with fewer than 10 students, the chair or dean must verify that the course is the only section of that course offered on that campus during the summer. Otherwise sections should be combined to achieve more than 10 students per course. Additionally, courses with fewer than 10 students will only be offered in cases where a valid student success and business reason exists to offer the course.

The date to determine enrollment is close of business on the day after drop/add. The deadline to appeal pay calculations based on enrollment is August 15.

Part time and retirees will be paid \$2,100 and \$3,000 respectively during the summer. As with full time faculty, classes with fewer than five students enrolled require the approval of the Provost and the EVP Finance & Operations.

If a faculty member teaches more than six hours, the order in which courses are paid can determine their compensation. Therefore, the following Pay Order Rules will be used:

- Courses taught with 12 or more students will be paid first;
- Courses with the next highest enrollment number will be paid next and so on until all courses are paid.

### Examples:

Ten Month Faculty Member with a contracted salary of \$50,000

- Teaching two 3 hour courses with 12 students enrolled in each = \$11,000
  - $(50,000 \times .11) \times 2 = \$11,000$
- Teaching two 4 hour courses with 12 students enrolled in each = \$14,670
  - $((50,000 \times .11) \times 2) + ((50,000 \times .0367) \times 2) = \$14,670$
- Teaching one 3 hour course with 10 students and one 4 hour course with 11 students = \$11,307.08
  - $((50,000 \times .11) \times 10/12) + ((50,000 \times .11 \times 11/12) + (50,000 \times .0367 \times 11/12)) = \$11,307.08$