

Date: November 7, 2008

Code: HR 2008-18

To: CSU Presidents

From: Gail Brooks
Interim Vice Chancellor
Human Resources

Gary W. Reichard
Executive Vice Chancellor and
Chief Academic Officer

Subject: 2009/2010 Academic Pay Period Certification and Enrollment Planning and Reporting Calendars

Overview

Audience: Employees responsible for Academic Administration (e.g. Academic Calendar and Pay Period Certification, Retirement, Benefits and YRO Implementation, Norms and Definitions, Enrollment Planning and Reporting, and Academic Calendar Database Technical Support)

Action Item: Academic Calendar Pay Period Certification due by January 30, 2009

Affected Employee Groups/Units: Employees in Academic Year classifications

Summary

Annually, each campus must establish and submit its Academic Calendar and Pay Period Certification, within the specified guidelines, electronically through a web-based Academic Calendar reporting system to Systemwide Human Resources Administration at the Chancellor's Office for approval. Employees responsible for Academic Administration (e.g. Academic Calendar and Pay Period Certification, Retirement, Benefits and YRO Implementation, Norms and Definitions, Enrollment Planning and Reporting, and Academic Calendar Database Technical Support) should review the remainder of this HR Letter for further information.

In accordance with Title 5, Section 42800, each campus must submit its Academic Calendar and Pay Period Certification in order to establish the 2009/2010 academic calendar. **The Academic Calendar and Pay Period Certification process and Enrollment Planning and Reporting Calendar will be completed electronically through a web-based Academic Calendar reporting system.** Campuses have been provided user identification, passwords, and user guide information to access and update their campus' academic calendar database for 2009/10. The Academic Calendar database report should be emailed to systemwide Human Resources Administration (attn: aycalendars@calstate.edu)

Distribution:

AVPs/Deans of Faculty Affairs
Vice Presidents, Academic Affairs
Vice Presidents, Administration
Vice Presidents, Student Services
Vice Presidents, University Advancement
Business Managers

Human Resources Directors
Payroll Managers
Employee Relations Designees
Affirmative Action Officers
Auxiliary Organizations

by **January 30, 2009**. Systemwide Human Resources will notify the campus when the calendar has been approved, and the campus should then submit a hard copy of the calendar signed by the President.

Campuses must use the Academic Calendar Database, which is a web-based reporting system, to submit their academic calendar. This database, as well as a user guide for the reporting system, can be reached through the following link:

<http://www.calstate.edu/es/intranet/applications/aa/acd/>

Chancellor's Office Enterprise Systems has loaded enrollment planning, academic events, and pay period certification information into the academic calendar database based upon campus information received for the 2008/09 academic year. This information will be used to help establish campus academic calendars for 2009/10. The output of this system will vary depending on whether the campus is a semester, quarter, or quarter system year round operation (QSYRO) campus (see Attachment 1). Three additional future years have been added to the database to enable campuses to use the system for multi-year planning (e.g. 2010/11, 2011/12, & 2012/13). **Note, however, that future year calendars cannot be approved in advance.**

The Department of Finance (DOF) establishes the beginning and ending state pay period dates. Campuses should reference these dates when establishing their academic calendars. Information on the beginning and ending state pay period dates for each calendar year are available through the following website maintained by the DOF: <http://sam.dgs.ca.gov/TOC/8500/8512.htm>.

While the pay day for any given academic pay period is the same as for the corresponding state pay period, the beginning and ending dates for the pay period may differ since they must conform to the beginning and ending dates of the academic term. The initial pay period of both the fall and spring terms may include up to **45** calendar days. As a consequence, the earliest permissible start date for the first pay period of the fall term is Monday, **August 17, 2009** (for the September 2009 pay period), and the earliest permissible start date for the spring term is Saturday, **January 16, 2010** (February 2010 pay period).

Campuses should be aware that moving the first pay period of spring term from February to January or from January to February will impact employee benefits. Campuses considering such a change should discuss the ramifications with systemwide Human Resources.

Please note that summer term academic work days cannot overlap with the 2008/2009 spring term or 2009/2010 fall term. Likewise, there can be no overlap between any other academic terms. As a reminder, employees cannot be paid in advance for work not yet accomplished.

It is essential that the calendars, academic work days, and pay period inclusive dates be reviewed for accuracy and that designated work days be compatible with established norms and definitions. These Academic Calendar Norms and Definitions are described in Attachment 2. Human Resources Directors and Payroll Managers are familiar with calendar requirements, and we urge that these individuals be included in the review process and receive copies of the completed calendar. Effective dates and work

dates supplied by the campus are programmed into the state payroll system by the State Controller. Changes that occur after the initial programming effort may cause delays in issuing faculty salary payments. If changes to the calendar are necessary, however, please be advised that the State Controller cannot make retroactive changes for payrolls already processed.

For accreditation purposes, the Western Association of Schools and Colleges defines a semester as 17 full weeks with at least 15 full weeks of academic class work or its equivalent in effort; a quarter is approximately 11 weeks, with 10 full weeks of academic class work. The Secretary of Education has defined "instructional time" as a period that includes examination periods and preparation for examinations. Therefore, campuses that use CSU minima for instructional days and examinations will be in compliance with Federal Title IV financial aid regulations.

Academic calendar information is also used to generate the Enrollment Planning and Reporting Calendar. The Enrollment Planning and Reporting (EP&R) Calendar is generated from the Classes Begin and Starting/Ending Cutoff dates entered by the campus in the Academic Calendar. Campuses will be asked to review the generated EP&R calendar to ensure the correct reporting dates have been entered. Pursuant to coded memo, [HR/Salary 2008-07](#), summer term employment dates should be entered only in the enrollment related fields in the Academic Calendar Database application. Please note that the Campus Calendar (a compilation of dates distributed to high school and community college counselors and educators) was discontinued effective 2008/2009.

Faculty who may be considering retirement at the close of the 2009/2010 academic year should be advised to coordinate their official retirement date with CalPERS and the campus, and alerted to a potential issue that may affect service credit toward retirement. One year of service credit is earned for 10 pay periods of service during a fiscal year. Those on leaves of absence without pay during July and August 2009 must complete 10 full pay periods on payroll status after their return in September to earn a full year of service credit for the 2009/2010 academic year. Those who may be affected should be reminded to schedule their retirements on or after July 1, 2010, rather than the day following the close of the 2009/2010 academic year.

Please direct any questions you may have concerning information contained in this letter as follows:

Effect of Academic Calendar on Retirement and Benefits, YRO Implementation

Margaret Merryfield, Human Resources/Academic Human Services (562) 951-4503

Academic Calendar Norms and Definitions

Christine Hanson, Academic Affairs/ Academic Program Planning (562) 951-4672

Academic Calendar and Pay Period Certification (Form SC-47)

Valerie Kerbs, Human Resources/ Human Resources Administration (562) 951-4420

Enrollment Planning and Reporting Calendar

Monica Malhotra, Academic Affairs/Analytic Studies (562) 951-4763

Academic Calendar Database Technical Support, User Manual, and Campus User Names/Passwords

Ron Basich, Chancellor's Office Enterprise Systems

(562) 951-4276

(Technical support questions and account requests should be emailed to acal_support@calstate.edu)

This letter is also available via Human Resources Administration's Web page at: <http://www.calstate.edu/HRAdm/memos.shtml>. Thank you.

GB/GR/mm

Attachments

ACADEMIC CALENDAR FORM DESCRIPTIONS

Form SC47 Academic Calendar and Pay Period Certification

Form SC47 identifies campuses on a semester, quarter, or quarter system year round operation (QSYRO)) as follows:

Semester campuses complete **SC47-1** only

Quarter campuses complete **SC47-2** only

QSYRO campuses complete **SC47-2** and **SC47(A)** *

CMA completes **SC47-1** and **SC47(CMA)**

The web-based Academic Calendar reporting system will generate the appropriate completed forms based on data entered by the campus into the Academic Calendar electronic database.

* Form SC47(A) is a pay period calendar for QSYRO campuses that appoint instructional faculty for extra pay to classes 2368 (Extra Quarter Assignment), and/or 2390 (Summer Quarter Assignment).

ACADEMIC CALENDAR NORMS AND DEFINITIONS

To provide for the orderly development of campus academic calendars that are responsive to local needs and are basically consistent throughout the system, the Chancellor's Executive Council has adopted a number of norms and definitions. These are to be used in developing all academic calendars. The basic principle governing academic calendars throughout the system is that differences from campus to campus should be rationally based. They should not simply be chance occurrences.

NORMS:

Typical Year - The typical academic year shall consist of 147 instructional days, or the equivalent in effort. From year to year and from campus to campus, a variation of plus or minus two days is permissible.

Minimum Work Days - There shall be a minimum of 170 academic work days, or the equivalent in effort, in the academic year.

Maximum Work Days - The work year of an academic year employee shall not exceed 180 workdays, pursuant to the California Faculty Association Collective Bargaining Agreement (Provision 20.4).

DEFINITIONS:

Instructional Day - Any Monday through Friday during regular academic terms when class meetings are scheduled on a regular and extensive basis for the purpose of instruction. During a summer term that satisfies the criteria to be equivalent to a full semester, designation of a Saturday as an instructional day will be approved by exception only.

Weekend Work Day - Any Saturday or Sunday that is within the period of instruction for a term and that is counted as an Academic Work Day.

Examination Day - Any day that is set aside for the exclusive purpose of administering final examinations for the term. When comparing campus calendars, institutions which integrate all or part of examination activity with regular instruction will be presumed to have four examination days per term. 8 DAYS MAXIMUM MAY BE SCHEDULED.

Registration Day - Any day during the academic year during which faculty members are on duty for the purpose of advising, orientation, course enrollment, and similar activities. For purposes of counting work days, registration days which are also instruction or examination days will not be included a second time.

"Other Day" - Any day during the academic year when faculty members are on duty for such purposes as faculty and departmental conferences, committee meetings, faculty development activities, etc.

Grades Due Days - Any day(s) prior to or at the close of the term that is designated specifically for the purpose of turning in final grades. This day must be included when computing total academic work days. Campuses that schedule grades due over several dates may count up to two days per semester or one day per quarter as academic work days. One day is preferred.

Evaluation Day - Days that are set aside for the reading of examinations and papers and for submission of final grades. A maximum of one day per term may be scheduled.

Commencement - Any day set aside for graduation ceremonies. Commencement is counted as an academic work day only if faculty participation is expected and normal, and if the day is not otherwise credited as an academic day. Campuses with school commencements extending over several days may count only one day in computing total academic work days.

Academic Work Days - The total of all of the above that occur between the beginning and ending dates of the academic year.

Academic Holiday - Any day (Monday through Friday) occurring between the beginning and ending of the academic year that is so designated by the President. Except by special arrangement, faculty members are not expected to be on duty during academic holidays.

Faculty Vacation - The period from the end of one academic year to the beginning of the next, when all continuing academic year faculty members are on vacation status, except for those scheduled to teach in summer term or for those on duty by other special arrangement. For faculty members taking a quarter off in exchange for summer quarter teaching, the period extends from the end of the quarter preceding the quarter taken off to the beginning of the quarter succeeding the quarter taken off.

Starting/Ending Cutoff Dates - Dates between which the census date for a term must fall, for purposes of the Enrollment Planning and Reporting Calendar. When a census date falls between the starting cutoff date and the ending cutoff date for a term, the enrollment data collected "at census" are attributed to that term, and reporting deadlines for that term are applicable to the data. *Note: The actual starting date for a term may precede or follow the starting cutoff date; the census date always follows the starting cutoff date.* For all campuses, the starting cutoff date for a summer term is June 1, the ending cutoff date for a summer term is August 31, the starting cutoff date for a fall term is September 1, and the ending cutoff date for a spring term is May 31. A campus may set the other cutoff dates – those that distinguish between fall and spring terms or between fall and winter terms and winter and spring terms. The ending cutoff date for a term must be the day before the starting cutoff date for the next term. Once set, the cutoff dates are considered permanent.