

## ARTICLE 27

### GENERAL PROVISIONS

#### 10/12 or 11/12 Pay Plan

- 27.1 A twelve (12) month employee may request movement to a ten (10) or eleven (11) month work year pursuant to Article 28, Hours of Work.
- 27.2 Probationary and permanent employees with a ten (10) or eleven (11) month work year shall be eligible to request participation in the 10/12 or 11/12 pay plan, respectively.
- 27.3 Participation of an eligible employee in the 10/12 or 11/12 pay plan shall be by mutual agreement of the appropriate administrator and the employee. Final approval by the President is required prior to employee participation in the 10/12 or 11/12 pay plan.
- 27.4 Withdrawal from participation in the 10/12 or 11/12 pay plan and return to a twelve (12) month annual work year may be requested by the employee. The President shall make a final determination as to the approval or denial of such requests.
- 27.5 An employee participating in the 10/12 or 11/12 pay plan shall receive his/her annual salary in twelve (12) salary warrants and appropriate benefits on a twelve (12) month basis.
- 27.6 An employee granted participation in the 10/12 or 11/12 pay plan shall retain his/her salary anniversary date.
- 27.7 An employee on the 10/12 or 11/12 pay plan shall accrue sick leave and vacation during the full twelve (12) month period.
- 27.8 Ten (10) or eleven (11) months of service by an employee in the 10/12 or 11/12 pay plan shall constitute one (1) year of service for Long-Term Satisfactory Service Bonuses and retirement.
- 27.9 Approval and denial of written employee requests by the President as specified in provisions 27.3 and 27.4 shall be in writing and shall not be subject to Article 10, Grievance Procedure.

## Travel Reimbursement

27.10 Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with CSU travel regulations.