

40. Am I an Academic Year (AY) faculty member, 10-month, or 12-month?

Most instructional faculty are Academic Year (AY) faculty. In general, only Librarians and counselors might fall in the 10-month classification. Only a few faculty are 12-month. If you are 12-month, you would know. If you have any questions about your status, contact your dean's office.

41. For AY faculty, which days during the fall semester are not academic work days?

For the fall semester, academic work days begin on August 17, 2009 and continue through December 17, 2009. The following are not academic work days for AY faculty, and cannot be used as furlough days:

- Any day before August 17, 2009.
- Saturdays and Sundays, unless the faculty member has assigned teaching duties on a weekend.
- September 7, Labor Day
- November 11, Veterans' Day
- November 25-27, Thanksgiving Recess
- Any day after December 17, 2009.

42. Are faculty allowed to take furlough days on the designated administrative furlough days when the campus will be remaining open for instruction?

Yes, but only if mutually agreed with your dean. These dates include the administrative furlough days on September 25, October 9, October 23, and November 30, all of which fall on either Friday or Monday.

43. Can I give my exams on the last day of class and then schedule four furlough days during final exams at the end of the semester?

Yes, if your dean agrees to it. Under the CFA/CSU furlough agreement, you can ordinarily take no more than two days per month and only one day in a single week. However, as a one time exception, you can take up to four days in a single month and all four of those days may be a single week. So you could take four days during final exam week one semester -- fall or spring -- but not both.

44. I'm a part-time faculty member. How does the furlough agreement affect me?

Part-time employee furloughs will be pro-rated based on the faculty member's time-base. In other words, each furlough "day" will be weighted by the part-time faculty member's time-base. A part-time AY faculty member with a time base of 0.4 would take 18 furlough days during the academic year, but each furlough day would be weighted as 0.4 of a full day. The resulting salary reduction will be 9.23% of base salary. As an example, if the part-time faculty member has a base rate salary (full-time equivalent) of \$4,000 per month, his or her actual salary at .40 time base is \$1,600 per month. The salary after furlough will be calculated as follows: First, reduce the base rate of \$4,000 by 9.23%. The adjusted base rate is \$3,630.80. This adjusted rate would then be multiplied by the .40 time base to give an actual salary after furlough of \$1,452.32 per month. (Note, the same result is reached by taking the \$1,600 per month actual salary and reducing it by 9.23%.