

Faculty Optional 12-Month Payment Plan Description and Procedures

Plan Description and Eligibility

Stockton University offers an optional 12-month payment plan to all tenure track faculty, faculty with multi-year contracts, and 10-month professional staff. The plan will allow for the annual base salary to be paid over 26 pay periods. Faculty with one-year contracts are not eligible for this 12-month payment plan option. Faculty with one-year contracts can refer to the [FAQ](#) sheet for an alternative for summer savings.

Procedures and Payment Details

In order to participate in the plan, an application form must be completed, and submitted to the Office of Human Resources (HRIS@stockton.edu) no later than 5pm on the last business day of the month of June, immediately preceding the respective academic year. Applications cannot be rescinded after the submission deadline. Participation in the plan can only be withdrawn during the next application cycle.

The plan covers base salary only. Supplemental payments will not be included (overload, coordinator, etc.).

The traditional 10-month payment plan will remain unchanged.

The bi-weekly gross pay amount will be determined by dividing the annual base salary to be paid by 26 pay periods. However, the net pay amount will vary due to benefit and tax deductions.

All health, dental, union, and pension deductions (excluding supplemental pensions), will be deducted over the same schedule as the traditional 10-month payment schedule.

For mid-year salary increases, the deferred pay amount will automatically adjust.

Any unpaid leaves will reduce summer payment amounts.

The deferred payment schedule will likely result in less federal tax withheld over the course of the payment schedule. Employees should consult their tax advisor regarding updating form W-4 to ensure enough taxes are withheld.

Section 409(a) of the Internal Revenue Code allows for earnings under this plan to be taxed when they are paid. Some limitations may apply.

Faculty Optional 12-month Payment Plan Enrollment Form	Faculty 12-month Optional Payment Plan FAQs
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