

**ARTICLE 6
ACADEMIC YEAR – APPOINTMENT**

- A.** NSF appointed for the entire academic year will be paid on a 1/12th basis. The pay period dates are July 1 through the following June 30. This pay period is to be used regardless of the percent time of the appointment or the date the appointment is made. For appointments made prior to July 1, paychecks commence August 1 and end the following July 1. For appointments made on or after July 1, paychecks will commence on the nearest paycheck release date and end the following July 1. NSF will not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.
- B.** NSF appointed for a full year at some percentage of time in each quarter/semester will be considered to be on a variable time appointment for benefits purposes. The percentage of appointment for benefits purposes for variable time appointments will be determined by averaging the appointment percentage for each quarter/semester for the year. The provisions of this Section do not modify or alter the provision of Article 11 – Benefits.
- C.** If the University reappoints a pre-six year NSF whose most recent appointment in the employing unit was 50% or greater over an academic year to a quarterly/semester based appointment, the University shall provide a copy of the reappointment letter to the Union prior to the beginning of the initial term of the reappointment. At the request of the Union, the University shall provide the reasons why the quarterly/semester based reappointment has become necessary.