



**6. MAY I DETERMINE THE SEMESTER(S) I WORK?**

Normally, the period of employment you request will be approved and every effort will be made to accommodate your request. However, the President (or designee) may determine that it is necessary, due to programmatic needs, to assign you to a different period of employment. The Department Chair and the College Dean will be asked to review your request and make a recommendation to the President. Should there be a disagreement, a mutually acceptable outcome will be sought. If, however, mutual agreement cannot be reached, the President can alter the period of employment, provided that you receive a one-hundred-twenty (120) day notice.

**7. MAY I CHANGE MY TERM OF EMPLOYMENT AFTER I HAVE BEGUN MY FERP**

length of possible participation for individuals entering FERP after the expiration of the current CBA is subject to negotiation between the CSU and CFA. The current contract has been extended and now expires in June 2020.

**12. HOW IS MY FERP TIME BASE CALCULATED? CAN I REDUCE MY FERP TIME BASE?**

A person working 50% time would, ordinarily teach 12 units and be granted 3 units for service (to the Department, College, or University). You may opt out of the service portion and teach more units, but you must indicate you wish to opt out of service.

If you reduce your time base during FERP, it will stay at the reduced amount. You cannot enhance your FERP time base once you begin working in the program. You may not supplement your state earnings with other state earnings (Extension, other assignments within the CSU, etc.)

**13. MAY I RESIGN FROM FERP PRIOR TO COMPLETION OF THE FIVE-YEAR PROGRAM?**

Faculty may resign from FERP at any time during the five-year program. The faculty member should submit a letter to the Department Chair and College Dean indicating the specific resignation date. A copy of the resignation letter should be forwarded to the Office of Academic Affairs.

**14. HOW MUCH CAN I WORK UNDER FERP?**

While participating in FERP, your post-retirement employment will be limited by both the CBA and PERS. Article 29 of the CBA limits your total CSU employment to 90 days per fiscal year or 50% of your regular timebase in the year preceding

member and a member of the collective bargaining unit with all the rights, protections and responsibilities related thereto.

**18. DOES ENTERING FERP INCREASE MY VULNERABILITY TO LAYOFF?**

Consistent with Article 38 of the CBA, your layoff vulnerability would increase as a FERP participant. Under FERP, you could be laid off prior to any probationary or tenured faculty in the department. However, you could be laid off only after all temporary faculty, full-time and part-time, were laid off.

**19. IS IT POSSIBLE FOR ME TO REDUCE MY TIMEBASE ONCE I ENTER FERP?**

The President may consider and approve a request for a reduction in time base under FERP. However, any change in time base will be permanent for the duration of your participation in the program.

**20. MAY I BE EMPLOYED FOR SUMMER/WINTER INTERSESSION?**

No. Article 29.14 prohibits additional employment within the CSU, or its auxiliary organizations that participate in PERS, beyond the FERP contract period.

**21. MAY I TAKE A LEAVE WITHOUT PAY WHILE IN FERP?**

Normally, no; however, Article 29 allows participants to take one leave without pay for documented medical reasons for all or part of

**25. HOW FREQUENTLY DO I GET PAID? (SEMESTER PLAN)**

Your pay warrants will be issued as follows:

**Teaching 100% in the Fall Semester:** At the end of September, October, November, December, January, and February.

**Teaching 100% in the Spring Semester:** At the end of February, March, April, May, June, and July.

**Teaching 50% each Semester (AY):** At the end of September, October, November, December, January, February, March, April, May, June, July, and August.

**26. WILL I GET ANY SALARY INCREASES DURING MY PARTICIPATION IN FERP?**

FERP faculty will receive any General Salary Increases (GSIs) which are negotiated during their participation in the program. Faculty in FERP are not eligible for service salary increases (SSIs).

**27. AFTER I COMPLETE MY FIVE YEARS PARTICIPATING IN THE PROGRAM, IS THERE ANY POSSIBILITY I COULD STILL BE EMPLOYED BY THE UNIVERSITY?**