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 Applications cannot be rescinded after the submission deadline.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plan can only be withdrawn during the next application cycle.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