FLAC (Faculty Load and Compensation) Pay Date Calculation:

The dates used by the FLAC process are determined in the following way:
- FLAC uses the Part of Term dates
- In instances where the Part of Term dates have been overridden those dates will be used instead

Job Assignment Begin Date:

- FLAC takes the start date determined above and compares it to the Semi-monthly Payroll Calendar.
- It will find the first pay period start date that is greater than the start date of the part of term and that becomes the Assignment Effective date to determine the payroll start date.
- Example:
    - The beginning Part of Term date on a course is 5/12/YY. FLAC will begin the Assignment in the payroll system as of 5/16/YY (meaning the first pay date would be 5/31/YY).
    - The beginning Part of Term date on the course is 5/16/YY. FLAC will begin the Assignment in the payroll system as of 6/01/YY (meaning the first pay date would be 6/15/YY).

Job Assignment End Date:

- FLAC takes the end date determined above and compares it to the Semi-monthly Payroll Calendar.
- It will find the first period pay end date that is greater than the end date of the part of term and that becomes the Assignment End date to determine the payroll end date.
- Example:
    - The ending Part of Term date on a course is 7/12/YY. FLAC will end the Assignment in the payroll system as of 7/15/YY (meaning the last pay date would be 7/15/YY).
    - The ending Part of Term date on the course is 7/15/YY. FLAC will end the Assignment in the payroll system as of 7/31/YY (meaning the last pay date would be 7/31/YY).

Take Note:
- Pay will be distributed evenly over the number of pay periods determined above, whether it be 2, 3, or 7 periods.
- If the course is not locked by the Dean's office timely, then pay maybe delayed one or more pay periods. The pay will be spread over the remaining pays evenly (no retroactive payments will be made).
- If new hire paperwork is not completed prior to the start of the course and with sufficient time for it to be processed by the HR and Payroll offices, then pay maybe delayed one or more pay periods. The pay will be spread over the remaining pays evenly (no retroactive payments will be made).