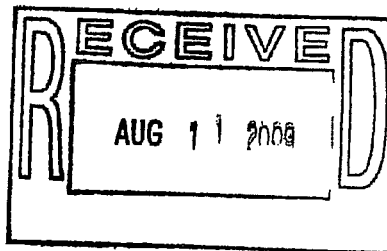




Office of the Chancellor | Dixon University Center | 2986 North Second Street | Harrisburg, PA 17110-1201
717-720-4000 | www.passhe.edu

August 10, 2009

Mr. Marc Kornfeld
UniServ Representative
Pennsylvania State Education Association
4746 Delbrook Road
Mechanicsburg, PA 17050



Dear Mr. Kornfeld:

The below agreement is entered into by State College and University Professional Associate (SCUPA) and Pennsylvania State System of Higher Education (PASSHE) regarding the 20/26 Pay Option for 9-month SCUPA employees.

This agreement creates an annual window from April 1st to April 30th each year for 9-month SCUPA employees to have the option of modifying their biweekly salary distribution from 20 pays to 26 pays per academic year or 26 pays to 20 pays per academic year. The change will be effective with the first pay date of the following academic year.

9-month SCUPA employees must submit the enclosed Election for 9-month SCUPA Employees of Pay Periods for Academic Year's Salary form to their University Human Resource Office between April 1st and April 30th each year. Late submission of this election form will not be honored.

Sincerely

Michael A. Mottola
Assistant Vice Chancellor for Labor Relations

MAM/ale

Marc Kornfeld
On behalf of SCUPA

8/14/09
Date

Enclosure

c Frank DeStefano
Joan Smith
Human Resource Directors
Labor Relations Staff

Universities of the Pennsylvania State System of Higher Education
Bloomsburg • California • Cheyney • Clarion • East Stroudsburg • Edinboro • Indiana
Kutztown • Lock Haven • Mansfield • Millersville • Shippensburg • Slippery Rock • West Chester

ELECTION FOR 9-MONTH SCUPA EMPLOYEES
OF PAY PERIODS FOR ACADEMIC YEAR'S SALARY

I hereby irrevocably elect to receive my 2010-2011 academic year's salary over:
(Place an "X" in the appropriate box).

Twenty-six (26) Biweekly Pay Periods

Twenty (20) Biweekly Pay Periods

I understand that if I elect payment over twenty-six (26) biweekly pay periods, these payments shall commence at the beginning of the 2010-2011 academic year, as would be the case if I were being paid over twenty (20) biweekly pay periods. Also, if I elect to receive payment over twenty-six (26) biweekly pay periods, in no event shall I receive more compensation in twenty-six (26) biweekly pay periods than I would have received in twenty (20) biweekly pays. I understand that this election will continue for subsequent academic years and that no additional change to this election may be made by me until April of 2011, effective for 2011-2012 academic year. I also understand that this election shall in no way diminish any additional compensation to which I may be entitled.

I understand that by signing this form, I also agree not to file a grievance if an error occurs during the processing of my pay option change.

Signature of SCUPA Employee

Date

Printed Name of SCUPA Employee

Date

Employee Identification Number of SCUPA Employee

University

Return one completed copy of this form to your Human Resource Office between April 1, 2010 and April 30, 2010. Any forms received after April 30, 2010 will not be processed.