**Colorado Springs Faculty Election Form 2025 - 2026**

All new faculty contracts default to a 9-month paid contract. Before the start of each new academic year, faculty have the opportunity to change their election. Below are explanations of the payment schedules for a 9-month contract and a 9-month contract paid over 12 months, as well as an explanation of the limits to choosing a 9-paid over 12-month contract.

For **Faculty AY** payments (Aug-May):

Academic year salary will be paid from August 31 through May 31.

* August will pay a pro-rated gross amount of the annual (AY) salary based on the August start date.
* September through April will pay equal gross amounts of the annual (AY) salary.
* May will pay a pro-rated gross amount of the AY salary based on the May annual (AY) end date.

For **Faculty 9/12** payments:

Academic year salaries will be paid from August 31 through August 31 of the following year.

* August will pay a pro-rated gross amount of the annual (AY) salary based on the August start date.
* September through July will pay equal gross amounts of the annual (AY) salary.
* August of the new academic year will pay a pro-rated gross of the prior year contract accrual (ENP) based on the mid-August end date, plus a pro-rated gross amount of the new academic year salary based on the new annual (AY) August start date.

**For contract elections the following applies:**

1. **I will not be allowed to revoke this election during the plan year** and the payments will be made in accordance with the election I choose, except in the event of my termination, death, disability, or unforeseeable emergency, when pay out of funds may be legally required. https://www.irs.gov/newsroom/frequently-asked-questions-sec-409a-and-deferred-compensation
2. My chosen payment election will continue from plan year to plan year until I choose to make a change during a new enrollment period.
3. If I choose to receive payment installments over a 12-month period, this does not affect the status of my appointment, which remains on a nine-month basis.
4. (Per Section 409A of the Internal Revenue code,) you cannot elect to receive payment installments over a 12-month period if your base compensation for **all 9 pay 12 contracts combined** exceeds the federally established limit for compensation earned in one year but deferred until a future year.

For 2025, the deferred amount from 2025 to 2026 cannot exceed $23,500. The threshold may change annually. If your contract(s) are 9 months, only elect to receive your pay over 12 months if your contract(s) salary does not exceed $**191,280.00**.

Use the following link to access the contract calculator if you would like to see how your new academic year salary will pay out: <https://www.cu.edu/employee-services/payroll/faculty-payroll>. For those choosing a 9 pay 9 contract, your gross salary will be the amounts in the **CRG** column.

Please make your selection:

9 pay 9 faculty contract

9 pay 12 faculty contract (I understand the limitations of the ENP deferred salary)

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_