LEO is providing this list of pros and cons to help new Lecturer IIs better understand the consequences of choosing an 8 or 12 month pay schedule. When Lecturer Is pass their first major review, they are asked to decide whether to continue to be paid on an 8-month schedule (U-Year Term) or switch to a 12-month schedule (U-Year) as a Lec II. This is a one-time decision. All Lec IIIs and IVs are paid over 12 months, with no 8 month option.

	8 months (fall & winter paid from 9-1 to 4-30)	**12 months (fall & winter paid over 12 months, from 7-1 to 6-30)**
PROS	• Bigger monthly checks for 8 months • Raise goes into effect with first paycheck of the academic year (end of September)	• Paid year round • Prepaid for two months of fall teaching every year (academic year salary starts July 1) • Healthcare deductions taken year round, so no big hit in April. • Can use flexible spending accounts year round
CONS	• No pay in the spring or summer (unless teaching) • 5 months of health, dental and vision premiums deducted from April paycheck (if using insurance) • Pay out of pocket for life insurance and LTD premiums. • Medical event beginning in summer could potentially not be covered (problem with Long-Term Disability).* • Cannot use flexible spending accounts (health and dependent care expenses) for summer expenses as IRS considers you "not working."	• Smaller checks each month • Big checks in summer if also teaching during summer. • Raise does not currently go into effect until 9/1, so the first two checks each academic year (July and August) are paid at the previous year's lower pay rate. In a given 2 year period, you get 14 paychecks at the lower year 1 rate, and only 10 at the highest final year rate.

*Please contact Kirsten Herold (fogh@leounion.org) for more explanation on this point.