

Frequently Asked Questions 12-Month Employee Calendar/Rate Changes

I heard that the additional six days will be continuous and means that we won't get any more raises. Is this true?

The reduction in work days from 261 to 255 will be in effect moving forward, but that does not negate future salary increases. Employees working a 255-day calendar will still receive any future Board-approved salary increases.

I'm already taking the Winter Break off as leave. How does this benefit me?

All requests for leaves for December 28 – 30, 2016 and January 3-5, 2017 will be rescinded so that 12-month employees are not charged vacation time for these dates.

How do I calculate my new hourly rate?

Take your current regular hourly rate multiplied by 8 hours. This is your daily rate. Multiply this number by 261 work days to obtain your regular annual salary. Your regular annual salary is then divided by the new total work days of 255. The result is divided by 8 hours to reach your new hourly rate.

*Example: Current hourly rate is \$14.85
\$14.85 X 8 hours X 261 work days = \$31,006.80 regular annual salary
\$31,006.80 / 255 new work days / 8 hours = \$15.20 new hourly rate*

When does my new hourly rate take effect?

The new hourly rate will be retroactive from July 1, 2016.

If my hourly rate increases, do I get retro pay for the hours I have already worked this fiscal year? Only additional time worked and overtime will be retroactively paid at the new hourly rate.

You say my hourly rate increases, but my annual salary does not increase. How is that possible?

You are receiving the same regular annual salary for the fiscal year but you are working fewer days for the same annual pay. As a result, your hourly rate increases but, your regular annual pay remains the same.

If I agree to the 6-day schedule, will I receive a pay increase along with the 9, 10 and 11 month employees? If not, why is that fair?

Twelve-month employees will not receive a pay increase along with 9, 10, & 11-month employees. The additional six days off during winter break allowing for two consecutive weeks off is in lieu of a pay increase for 12-month employees. However, because your regular annual pay does not change, your hourly/daily rate will increase due to receiving the same regular annual pay for working 6 fewer days each year (as described above).

This option provides for a better work – life balance for our twelve-month employees by giving them two consecutive weeks off while the District is shut down. An additional benefit comes at retirement or termination as accumulated vacation and/or sick leave will be paid out at the higher hourly rate. In addition, for hourly employees, additional time and overtime worked will also be paid at the higher hourly rate.

I am a 10-month Office Clerk and am scheduled to work those six days. What does that mean for me?
Ten-month Office Clerk calendars (L-Type employees working 216-day calendar) will be modified this year to work through June 7, 2017.

I am a 12-month Army, Navy, or Marine JROTC Instructor working a 246-day calendar and am scheduled to work January 4th and 5th, 2017. What does that mean for me?
For this year, you will be off on January 4-5, 2017. April 10-11, 2017 will be work days/non-student days for you.

What happens if we don't agree to this proposal?

If this proposal is not ratified (agreed upon), then both negotiating teams will head back to the table to re-negotiate. The six-day enhancement for 12-month employees will be removed from the offer as there will not be enough time remaining in the calendar year to implement.