

GENERAL PAY INCREASE FREQUENTLY ASKED QUESTIONS

RE: 2% INCREASE FOR 21-22 SCHOOL YEAR

1. What is my current pay rate? Where can I find this information?

The District is transitioning to a new system called [Frontline](#) which will soon provide Employee Self-Service that will include pay details. We anticipate more options becoming available in the coming month. A Compensation Notice will be distributed through the system in the month of October.

2. How do I determine my General Pay Increase?

In 2021-22, the 2% General Pay Increase (GPI) will be based on your current base hourly rate or daily rate. This is a change from previous years.

3. I am currently making less than the approved living wage of \$16.00 per hour, am I entitled to the hourly increase of \$16.00 and a 2% raise?

Anyone receiving below \$16.00 an hour, will receive a 2% increase or an increase to the new living wage of \$16.00, whichever is higher.

EXAMPLE: Assuming your current hourly rate is \$15.50:

- a. 2.0% of your current rate is $\$15.50 \times 0.02 = \0.31
- b. \$0.31 will be added to your hourly rate of $\$15.50 = \15.81
- c. Because \$15.81 is below the new S1 entry rate of \$16.00, your base hourly rate will be brought up to \$16.00 plus an additional \$0.25 pay compression adjustment for your 5 years of experience. This makes your 2021-22 hourly rate \$16.25.
- d. This is a total increase of \$0.75 per hour or 4.8% increase based on your current hourly rate: $[\$16.25 - \$15.50 = \$0.75 / \$15.50 = .04838 (4.48\%)]$

4. I'm already making above the approved living wage of \$16.00 per hour, how do I determine my increase amount?

Anyone already receiving over the new living wage will receive a 2% increase.

EXAMPLE: Assuming your current hourly rate is \$16.12:

- a. 2.0% of your current rate is $\$16.12 \times 0.02 = \0.32
- b. \$0.32 will be added to your hourly rate of $\$16.12 = \16.44
- c. Because \$16.44 is below the new M4 entry rate of \$16.75, your base hourly rate will be brought up to \$16.75 plus an additional \$0.55 pay compression adjustment for your 11 years of experience. This makes your 2021-22 hourly rate \$17.30.
- d. This is a total increase of \$1.18 per hour or 7.3% increase based on your current hourly rate: $[\$17.30 - \$16.12 = \$1.18 / \$16.12 = 0.0732 (7.32\%)]$

5. How will my Hourly Rate be differentiated for my Years of Service?

We differentiate Years of Service by providing a *Compression Adjustment*. This occurs when the entry pay rate is significantly increased (similar to what the District is doing with the minimum

entry rate for full-time positions), it reduces the differentiation between hourly rates for employees with zero or many years of experience. Therefore, a pay compression adjustment is added to differentiate pay for years of experience. The amount is \$0.05 per hour for each full year of experience (supported by Service Record or Experience Affidavit). For 5 full years of experience completed (at least 90 days or more) at the end of the 2020-21 contract year, the compression adjustment will be \$0.25 per hour; and for 11 years of experience, it would be \$0.55 per hour. The pay compression adjustment is applied to any hourly pay range that was adjusted as a result of the new living wage approved by the Board of Trustees for the new School Year.

6. I am a salaried employee on the Midpoint Table, how will my increase be determined?

EXAMPLE: Assuming your current Daily Rate is \$250.00:

- a. 2.0% of your current Daily Rate is $\$250.00 \times 0.02$ (2.0%) = \$5.00
- b. \$5.00 will be added to your daily rate of \$250.00 = \$255.00
- c. This is a total increase of \$5.00 daily or a 2.0% increase based on your current daily rate:
[\$255.00 - \$250.00 = \$5.00/\$250.00 = 0.02 (2.0%)]

7. Will I be paid my full daily rate for summer school (salaried employee) since we are paid by the day and not the hour?

Salaried employees providing instruction to students will be paid an hourly rate based on their 2020-21 Daily Rate.

8. When are we receiving a new compensation notice to reflect our salary?

Compensation Notices will be made available in fall of next school year.

9. Will I see the increase on my check in July or August?

The general pay increase will be applied to the first check of the new school year for each employee based on their contract start date as reflected on their specific [Workday Calendar](#).

10. I don't feel that my pay is calculated correctly, who can help me (Years of service or Years of experience)?

Employees may refer to the Compensation Resource Manual for more information on how this is determined. Employees may also engage with their leader to seek further assistance on the process to resolve concerns.