

School Year 2019-2020 Educator Pay Adjustment FAQ for Staff

Why is my pay going to be adjusted starting on August 30, 2019?

Most years, DCPS educators receive annual pay across 26 paychecks over 12 months. However, School Year 2019-2020 begins one pay period later than School Year 2018-2019. As a result, there are 27 pay periods between the start of School Year 2018-2019 and the start of School Year 2019-2020, rather than the typical 26 pay periods. Therefore, DCPS must adjust all 10- and 11-month educator pay disbursements for School Year 2019-2020 to start one pay period earlier, so there should be no gap in pay to educators between the end of School Year 2018-2019 and start of School Year 2019-2020.

Will my total pay for School Year 2019-2020 be reduced because of this adjustment?

No. There should be no reduction in the total annual compensation that each educator receives.

If there is no reduction in my total pay, why did the email on Friday, June 7, 2019 reference a 3.7% reduction to my paychecks starting with the August 30, 2019 paycheck?

In order to ensure that you receive a paycheck for all 27 pay periods between August 4, 2019 and August 15, 2020, your pay needs to be adjusted by approximately 3.7% on each check. This adjustment should ensure that your full year's worth of salary is spread evenly across 27 pay periods instead of the usual 26. Each check should be reduced, but you should receive one paycheck more than you did last school year (27 instead of 26). The result is that **your total pay for the full school year and the summer should be equal to your full annual salary**.

I'm still having a tough time understanding what will happen with my pay over this summer. Will I receive Summer Pay Credit? And if so, how much?

You will be paid the Summer Pay Credit that has accrued on your regular paychecks during School Year 2018-2019. You should see four summer paychecks, lasting until the August 16 paycheck. Then, on the August 30 paycheck, which will cover the pay period August 4 through August 17, your paychecks should start to be reduced by approximately 3.7 percent in order to distribute your full annual salary over 27 pay periods, instead of 26, for School Year 2019-2020.

I received an email on Monday, June 10 about the Summer Pay Credit (SPC) that I will receive during the summer of 2019. Does this email invalidate the communication that I received on Friday, June 7 about the 27 pay periods issue for School Year 2019-2020?

No, the email sent to you on Monday, June 10 about the last paycheck of the year and summer pay for 2019 does not negate any of the information provided in the Friday, June 7 communication regarding School Year 2019-2020 and summer of 2020 compensation. The email sent on Monday, June 10 referred to the last regular paycheck of School Year 2018-2019 (disbursed on June 21) and the four summer paychecks for the summer of 2019 (July 5, July 19, August 2, and August 16).

Will the adjustment to my salary to cover 27 pay periods have any impact on my Teachers' Retirement Plan?

No, the adjustment should not affect your retirement plan deductions. You should still see your bi-weekly Teachers' Retirement Plan deductions under the "Before Tax" deductions section on your pay stub.

Will this adjustment starting on the paycheck for August 30, 2019 affect my leave accrual for School Year 2019-2020?

No, this adjustment should not affect your leave accrual. As in previous school years, annual leave should be loaded by the third paycheck of the school year with 10-month employees receiving 96 hours for the year and all 11-month employees receiving 108 hours for the year.

Does this pay adjustment affect 12-month educators who are staying in their current 12-month positions?

No, this pay adjustment should not affect 12-month educators remaining in 12-month positions.

Will this adjustment affect my annual step progression?

No, if you are scheduled to receive a step increase, it should occur as scheduled.

Information for Former Extended Year (EY) Educators

Educators working in Extended Year schools were previously told they would experience a one-pay period gap in pay between the end of their 12-month EY positions ending and the beginning of their 10-month positions (their August 30, 2019 paycheck). Is that still true?

No, former EY teachers should no longer experience a gap in pay. We apologize for any inconvenience that these changes have caused, but DCPS is happy that we were able to devise a solution to ensure that <u>no</u> educators should experience a gap in pay this summer.

Does this change mean former EY teachers can apply to and teach summer school, instead of (or in addition to) being placed on administrative leave?

No, former EY teachers are not eligible to work summer school.

I am a current EY educator who will transition to a 10-month position with a lower salary than my EY position. As I understand your email, I will receive a check on August 30, covering the pay period August 4 through August 17. Will this check reflect my new 10-month salary?

Your August 16, 2019 paycheck should be the last paycheck reflecting your 12-month pay rate. Your August 30, 2019 paycheck and forward should reflect your new 10-month salary.

Current EY educators were previously informed that we would see additional deductions on the first paycheck in September to cover health insurance costs that would have been taken out on the August 30 paycheck. Is this still a concern?

No, this is no longer an anticipated concern, and your benefits should come out of your August 30 paycheck as usual.

Additional Questions?

Please reach out to the DCPS Compensation team at dcps.compensation@dc.gov or 202.442.4090 with any questions or concerns. Thank you for your commitment to the students, families, and communities of DC Public Schools.

Information Current as of June 11, 2019