

FY2012 Pay Calendar Information

Background

The Florida Legislature enacted a law [FS 1001.42(4)(f)] a few years ago that requires students begin the school year no earlier than fourteen (14) days before Labor Day. This legislation took effect for the 2007-08 school year, but Palm Beach County was able to get a waiver the past few years as either a charter district or high performing district. The charter district pilot has expired and Palm Beach County no longer qualifies as a high performing district. Therefore, the School District legally has no choice but to begin school no earlier than two weeks before Labor Day for this upcoming school year. Labor Day is on Monday, September 5, 2011, so students begin school one week later than years past on Monday, August 22, 2011. 196 Duty Day Teachers are also expected to report one week later than prior years on Tuesday, August 16, 2011. This later start time similarly impacts the contract start date for other employee groups.

How does this impact the 2012 Pay Calendar?

Teachers - The majority of our teachers have elected to receive their pay over 26 bi-weekly checks. For 26 pay teachers, the last paycheck for the current 2010-11 school year will occur on August 5, 2011. As a result of the later start for the 2011-12 school year, teachers will not have a scheduled work day within the pay period (7/30/11 to 8/12/11) for the August 19, 2011 payroll. Therefore, the first pay date for the 2011-12 school year would have fallen on Friday, September 2, 2011. In order to provide employees with two paychecks within the month of August, the district and CTA have agreed through a memorandum of understanding (MOU) to move the first pay date for 2011-12 up to Wednesday, August 31, 2011. To reiterate, all returning 26 pay teachers will receive their final check for the 2010-11 school year on August 5, 2011 and their first check for the new 2011-12 school year on August 31, 2011. Newly hired teachers will also receive their first paycheck on August 31, 2011. The two paychecks in September will be paid on Friday, September 16, 2011 and on Friday, September 30, 2011. Thereafter, paychecks for the balance of the 2011-12 school year will be paid every other Friday with the last check for 26 pay teachers occurring on August 17, 2012.

Other Employee Groups –

Non-instructional employees who are assigned to a 190 duty day position: Employees in this group include Media Clerks, After School Directors and Hearing/Educational Interpreters. The shift in the calendar results in the 190 duty day employee group not having any scheduled work days in the period ending 8/12/11 for the August 19, 2011 pay date. The provisions to move the pay date to August 31st, 2011 will be extended to this group of employees along with the teachers.

22 Pay Non-instructional employees: Employees in this group include Bus Drivers/Bus Attendants, School Food Service Assistants, Paraprofessionals and Police Aides. The first pay date of the 2011-2012 school year would have fallen on Friday, September 2, 2011, but will shift to Wednesday, August 31, 2011.

All other employee groups: With the exception of the shift in pay date from September 2, 2011 to Wednesday, August 31, 2011, other employee groups are not impacted.

The two paychecks in September will be paid on Friday, September 16, 2011 and on Friday, September 30, 2011.

This was the best accommodation possible given the law and circumstances surrounding the school calendar. (School districts are prohibited by law [FS 1011.60 (2)(c)] from paying employees in advance of services being rendered.)

Plan Accordingly

It is important that employees are aware of the pay calendar and begin to plan accordingly. The School District recognizes the importance of communicating and alerting employees to this situation in advance. Impacted employees should review their personal finances and begin to plan for the summer break. The month of April may provide employees an opportunity to save some dollars for the span between paychecks in August, 2011. All district employees will receive three paychecks within the month of April, 2011 (pay dates April 1, 15, & 29). We encourage impacted employees to consider saving available funds in April to help cover the period in August. Otherwise, an early start is the key to any savings plan and will afford employees the most flexibility to prepare for the August pay calendar.

For additional information please see the following resources:

- 2011-2012 School District Calendar and 2011-2012 Employee Calendar Notes:

<http://www.palmbeachschools.org/Community/Calendar.asp>

- FY2011 and FY2012 Pay Calendars

<http://www.palmbeachschools.org/accounting/Payroll.asp>