

Teaching. Learning. Leading.

**ACTION REPORT for June, 2009**

**URGENT UPDATE: CONTRACTS AND ASSIGNMENTS FOR 09-10**

Here are the facts concerning contracts, assignments, and compensation for school year 09-10:  
The APS School Board approved a full step for all eligible employees. However, but note the following:

- Step increases will occur **halfway** through your pay cycle.
- Ten month employees on 20 pay cycle will yield a salary increase on February 1, 2010.
- Ten month employees on 24 pay cycle will yield a salary increase on March 1, 2010.
- Employees on 11 and 12 month /24 Pay Cycle will receive a salary increase on January 1, 2010.
- **IN ALL CASES** employees will receive an increase  $\frac{1}{2}$  **the cash** of *what one would usually receive for a step increase*. Example: Employee's current scale-grade-step is T-Masters G. July 1, 2009 (FY 2010), the employee will remain on T-Masters G. Halfway through the pay cycle, the employee will advance to T-Masters-H. **Here's the math:**

**FY 2009 (Current)** T-Masters G = \$60,633 July 1, 2009 **(FY 2010)** T-Masters G = \$60,633

Halfway through pay cycle (FY 2010) T-Masters-H = \$63,664:  
 $\$63,664 - \$60,633 = \$3,031$  **BUT**-because the

step/salary increase becomes effective halfway through the pay cycles; the salary increase of \$3,031 *is divided in half*. The actual **cash increase** = \$1,515.50 ( $33,031 \div 2 = 1,515.5$ )

*THIS MATHEMATICAL FORMULA APPLIES TO ALL EMPLOYEES IN EVERY EMPLOYEE GROUP.*

First Time eligible T-Scale members who have completed CAP or passed the National Board will skip a step on the CAP salary schedule per CAP guidelines. However, these members will skip a step *halfway* through the pay cycle, just like non-CAP certified T-Scale members. National Board certified T-scale members eligible for the state incentive will receive the full state incentive. These funds come directly from the state of Virginia and *are not* affected by the budget adopted by the APS School Board. Your state incentive will be disbursed through the Payroll Department.

If you are on longevity, you will still advance on the increments between steps, or to the next longevity steps as applicable.

- Employees hired on or after February 1, 2009, or promoted to a new position after February 1, 2009 are not eligible for step increases in FY 2010.

(over)

## WHY IS THIS HAPPENING?

Changes in compensation are due to the 09-10 budget adopted by the APS School Board. The good news: APS employees are the *only* public school employees in Northern Virginia who received any step increase in FY 09-10. Many thanks to **AEA** members who helped **AEA** elected officials advocate for compensation increases. It isn't nearly as much as we wanted, but we are ahead of nearby jurisdictions. APS employees were not frozen on step, and this is very good.

## CONTRACTS AND ASSIGNMENT LETTERS

Due to the complicated circumstances, *EVERY EMPLOYEE* will receive an assignment letter. Assignment letters and Annual Contracts will be mailed to employees' homes on July 1, 2009. If you want your letter sent to an alternative address, contact Personnel immediately. If you will not have a fixed address over the summer, contact Personnel immediately to make special arrangements. All employees must sign the letter and/or contract and mail it to Personnel in the envelope provided. **DO NOT** return or drop off the letter at your worksite! Call the **Personnel Office HOTLINE (703) 228-2424**, if you do not receive your assignment letter and/or contract shortly after July 1<sup>st</sup>. If you have special circumstances or if, after receiving notification of your total annual salary and assignment you have questions, call the **HOTLINE**. If you believe there are errors in your salary and or assignment, and you are unable to clarify or rectify them via the Hotline, do not delay in calling **AEA**.

## **NO INCREASE IN LOCAL DUES for 2009-2010!**

**In tough times, AEA** is here for you. The **AEA** Executive Board and Delegate Assembly approved a **freeze** on **local dues** for school year 09-10. Your local dues for 09-10 will stay at the current rate. **As always, there are no dues deducted in July and August.**

State and national dues will only increase 55¢ per pay period for full-time T-scale and 28¢ per pay period for part-time T-scale. State and national dues for full-time ESP's will only increase 27¢ cents per pay period and part-time ESP's state and national dues will increase 13¢ per pay period. **MAKE YOUR DUES WORK FOR YOU.** Check out **travel discounts** for members at <http://www.neamb.com/home/2800.htm> . NEA Member Benefits is currently offering cruises starting at \$129 and timeshares as low as 60% off the market price! Disney Hotel Regal Sun Resort is \$79 per night including a free Kids Breakfast Buffet! To view more hot summer travel deals, click on the web address above.

## COMING THIS FALL

Your dues will work even harder. Free sessions for members on personal finances, legal matters, staff development and *more* are coming your way from **AEA**. Watch for details in the fall Action and E-Action Reports.

## NEWS FROM OUR MEMBERS

Congratulations to **AEA** member Wanda Gant who completed her degree in Human Relations! Great job, Wanda! ☺

## THANKS FOR A GREAT YEAR!

Thank you, to all **AEA** members, and especially the Executive Board and Delegate Assembly for your support during my first year as President. Thank you for reelecting me to serve a second term. I will continue to do my very best to serve all members. Enjoy your summer. I look forward to working with all of you in the coming year. Get active and get busy in your Association. **YOU** are **AEA** and I need *you* to help me advocate for *US*. We have work to do!