

FAQ – The Workday And Salary

1. Teachers are exempt, salaried employees paid by the day, not the hour.
2. Last year, Article X.A.2 established that your day was contractually a minimum of 7 hours and 21 minutes of paid time **excluding** lunch. This year, the length of contract day is 8 hours, **including** at least a 30-minute duty free lunch.
 - a. The language change is important. Prior to clarifying this language, different schools had different lengths of days. This disparity was unfair to staff and students. In 2021-22, the management could direct you for a **minimum** workday, both paid and unpaid, of 7 hours 51 minutes. Because of the unclear nature of the old language, it was an **open question of whether, for example, a school that schedules an hour for lunch** would be able to claim the additional time as part of the unpaid day, thereby increasing the actual length workday **without any pay!** The adopted language capped the day to 8 hours, including lunch for all employees covered by the Master Agreement.
 - b. **No teacher should be increasing their workday by 30 minutes.** Although the instructional day may increase at your school, that could have happened regardless, because of the previous language. **Now, your day ends 8 hours after you are required to report.**
3. The **inclusion of a duty-free lunch in the workday does not practically alter any conditions of employment.** A teacher is still able to leave campus exactly as before during lunch. Nevertheless, lunch time is not completely, nor has it ever been, free of policy rules. For example, if you had a drink at lunch and returned to work (whether paid or unpaid), you would get in trouble. So, while it is duty-free time, it is not the same as personal time away from school that would describe most evenings and weekends.
4. Teacher daily pay is salary divided by 185 (Article 10.A). This is an employee's per diem rate.
 - a. This year, teachers will see **steps, lanes, a raise to each cell of the schedule, and additional one-time monies which constitute a 10.55%** increase to compensation for the 185-day contractual period.
 - b. Any days outside of the contracted days should be paid at this rate (Article 14.H.3).
 - c. Teachers are, by law, exempt employees which means you are not entitled to overtime unless it is contractually negotiated. A teacher working 4, 8, or 12 hours has the same per diem rate regardless of the day **except for the areas that are intentionally negotiated.** Areas we have negotiated include, but are not limited to, length of day, extra duty, and limitations on other duties as assigned.
 - d. The **general hourly rate** (Articles 15.A.5, Article 14.B.) is an artificially low number (below everyone on the salary schedule). It **rose to \$31.16** from \$30.34 because the increase this year was negotiated. It is used when other within contract options are not possible or the staff member chooses to accept the work. At times, management is able to pay more if they have the funding.
 - e. Your first new paycheck will be issued on September 1 and should reflect changes in Step, Lanes, and increases to the schedule negotiated in the Spring 2022.
5. The calculation of a **teacher's hourly rate is rarely used.** The situations are limited to very few bargaining unit members. They are typically staff who provide PD to other staff although there may be a few other exceptions. This carve out is a long-standing practice. Unless you are part of this rare carve out, the PeopleSoft calculation is moot in practice.
 - a. The change identified in PeopleSoft now accounts for 8 hours rather than 7.35 hours used last year.
 - b. Failing to account for the lunch time noted above is convenient rhetoric but unrealistic if calculating hourly rate in any comparable way. You still had to be prepared for work.
 - c. The hourly number calculated for the last several years is used to determine the Top 40 payout for recipients.