

## Payroll Creep

Because the District has bi-weekly pay dates we have to make an adjustment every so many years for what is called the “payroll creep”. Bi-weekly pay dates do not divide into a year evenly as do monthly or bi-monthly pay dates. Because they do not divide evenly the beginning pay date moves up one or two days each year. The list below shows the beginning pay dates for each school year:

2000-2001 School Year – First pay of the new contracts – September 8, 2000  
2001-2002 School Year – First pay of the new contracts – September 7, 2001  
2002-2003 School Year – First pay of the new contracts – September 6, 2002  
2003-2004 School Year – First pay of the new contracts – September 5, 2003  
2004-2005 School Year – First pay of the new contracts – September 3, 2004  
2005-2006 School Year – First pay of the new contracts – September 2, 2005  
2006-2007 School Year – First pay of the new contracts – September 1, 2006  
2007-2008 School Year – First pay of the new contracts – August 31, 2007  
2008-2009 School Year – First pay of the new contracts – August 29, 2008  
2009-2010 School Year – First pay of the new contracts – August 28, 2009  
2010-2011 School Year – First pay of the new contracts – August 27, 2010  
2011-2012 School Year – First pay of the new contracts – August 26, 2011  
2012-2013 School Year – First pay of the new contracts – August 31, 2012 (Last Pay Date Adjustment)  
2013-2014 School Year – First pay of the new contracts – August 30, 2013  
2014-2015 School Year – First pay of the new contracts – August 29, 2014  
2015-2016 School Year – First pay of the new contracts – August 28, 2015  
2016-2017 School Year – First pay of the new contracts – August 26, 2016  
2017-2018 School Year – First pay of the new contracts – August 25, 2017

There are two main options to deal with the payroll creep. The first option is to divide the contracts over 27 pay dates instead of 26 pay dates. The second option is to keep 26 pay dates but move the actual date of pay.

### Example of 27 pay dates:

An individual that makes \$50,000 annually would usually receive a gross pay amount of \$1,923.07 each pay if divided by 26 pays. That individual’s gross pay would be reduced to \$1,851.85 each pay if divided by 27 pay dates.

This method moves the pay date back by two weeks so it should be done every 10 to 12 years.

### Example of moving the Actual Pay Date:

This method does not affect the amount of gross pay. An individual that makes \$50,000 would receive a gross pay amount of \$1,923.07 each pay.

With this method, the date of the actual pay date is moved back for the adjustment.

**The District has chosen to move the following scheduled pay dates:**

**Friday, June 29, 2018 to Monday, July 2, 2018** (instead of 14 days between pay dates there are 17 days)

**Friday, July 13, 2018 to Wednesday, July 18, 2018** (instead of 14 days between pay dates there are 16 days)

**Friday, July 27, 2018 to Friday, August 3, 2018** (instead of 14 days between pay dates there are 16 days)

**Pay dates would then continue every two weeks from the last pay date of August 3rd.**

This method moves the pay date back by one week so it should be done every 5 to 6 years.

If you have any questions, please feel free to call Amy Porter, Treasurer at ext. 2233