

## MEMORANDUM

DATE: 10 October 2016  
TO: REA Members  
SUBJ: Payroll/Insurance

1. Retroactive pay for the 94 days in the SY 2015-2016 will be paid out in a special payroll on 4 November 2016.
2. Retroactive pay for SY 2016-2017 will also be paid out in a special payroll on 4 November 2016.
3. Calculations:
  - a. SY 2015-2016: take your 2015-2016 new pay, which includes 2 steps and 2 columns (if you qualify for column movement). Subtract your status quo pay (present) and divide by 2. Ex: STEP 3 B+24 @ \$47,375 (present)...2015-2016, 2 steps, 2 columns (if qualify) ...STEP 5 M (qualify for 1 column only) @ \$53,275...subtract...= \$5900 divide by 2 = \$2950 retro
  - b. SY 2016-2017: take your new pay, 1 step, 1 column (if qualify) ...STEP 6 M @ \$54,475...divide by 26 pays = \$2095.19...subtract \$1822.12 (status quo gross biweekly) = \$273.07 x 5 = \$1365.35 retro pay (gross)
4. New pay for SY 2016-2017 will be started 11 November with regular payroll. Your new pay should have you 3 steps down on the schedule from your status quo pay, and 3 columns over (if you qualify).
5. Reminder: 2012-2013.....arbitration award...1 step, column movement  
2013-2014.....salary freeze  
2014-2015.....1 step, 1 column w/o retro pay  
2015-2016.....1 step, 1 column w/94 days retro pay, \$500 @ top step, longevity pay  
2016-2017.....1 step, 1 column, \$500 @ top step  
2017-2018.....1 step, 1 column, \$500 @ all salary cells  
2018-2019.....1 step, 1 column, \$500 @ all salary cells
6. Calculations:

- a. Status Quo pay STEP 3 B+24 @ \$47,375...@ \$1822.12 per pay (gross)...SY 2016-2017 new pay 3 steps (step 6) and 3 columns (if qualify) ...[in this scenario only qualifies for 1 column to M @ \$54,475]
- b. New pay @ STEP 6 M @ \$54, 475...divided by 26 pays @ \$2095.19 per pay (gross)
7. New insurance premium share and prescription costs will also begin on the 11 November payroll and will be prorated for the next 21 pays.
8. An insurance memo will be forthcoming explaining the future changes and requirements for the medical insurance. PLEASE READ THAT MEMO CAREFULLY!
9. The new CBA is being written/reorganized to make the document more user friendly. When they are done and printed, every REA member will receive a copy, hopefully before the Holiday break.
10. Any questions or concerns, please don't hesitate to contact me @ [president@readingea.com](mailto:president@readingea.com).

Respectfully,

Mitch Hettinger, President

Reading Education Association