

2016 – 2017 WORK YEAR CALENDAR

Work Year: **190** Days

PARA PROFESSIONAL

T190

Payment Year

= **September 30th - August 31st**

Dates of Work Year

= **8/18/2016** **6/2/2017**

Pay Day = Last week day each month

Paid Holidays

= **7**

Sick Days = **10** see notes below

Paid Non-Duty Days

= **0**

Personal Days = **2** see notes below

Non-Paid Non-Duty Days

= **17**

Para Negotiated = **2**

AUGUST						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

10

SEPTEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

22

OCTOBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21

NOVEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

19

DECEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

15

JANUARY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

20

FEBRUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

20

MARCH						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

18

APRIL						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

20

MAY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

23

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

2

JULY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Pay for time worked outside of your contracted Work Year will be handled separately - please discuss with your supervisor

Reporting Period for Absences

Absences are reported from the 15th of the previous month to the 14th of the current month

Sick Leave

You accrue one sick day per month on the last day of each month for 10 months (Sep-Jun)

Sick leave hours can be used in 1/2 hour increments

Sick leave is not paid out at time of separation

Sick leave balances carry over from year-to-year and there is no maximum balance

Personal Leave

6 hr/day Paras and greater: Earn 1 personal leave day in September for 1st semester and 1 personal leave day in January for 2nd semester

4 hr/day and greater Paras only: You earn an additional 1 day of negotiated personal leave from the union in September for 1st semester and

1 day of negotiated personal leave in January for the 2nd semester. Cannot use their personal or negotiated personal leave the first 15 student contact days or the last 10 student contact days. Can be used in half day or full day increments.

Unused hours roll into sick leave hours at the completion of your scheduled work year.

Personal leave balances are not paid out at time of separation

Late Appointment calculation for employee starting any day after 8/18/16:

If your start date is later than the first day of the school year, you are considered a "late appointment"

Your pay will be pro-rated based on the number of days you will actually work out of the contracted school year (190 days)

Pro-Rated Salaries are paid in equal installments over the remaining months in the contract payment year

To calculate your pro-rated salary:

1) Annual Salary / 190 = Daily Rate (EX: Start date 9/15: \$20,000 annual salary / 190 = \$105.26 Daily Rate)

2) Daily Rate * the # remaining days in the work year = Pro-Rated Salary (EX: \$105.26 * 164 Days = \$17,262.64)

3) Pro-Rated Salary / remaining months in payment year = monthly gross

(EX: \$17,262.64 / 12 months = \$1,438.55 to be paid September 30 - August 31)

(EX: \$19784.24 / 8 months = \$2,473.03 to be paid January 31 - August 31)

