

2016 – 2017 WORK YEAR CALENDAR

Work Year: **245** Days

Payment Year

Dates of Work Year

Paid Holidays

Paid Non-Duty Days

Non-Paid Non-Duty Days

SECURITY PATROL 24/7 SHIFT WORKER

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

= **9/1/2016 8/31/2017**

0

13

1

Pay Day = Last week day each month

Sick Days = 12 see notes below

Personal Days = 2

Vacation Days = 15

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			

22

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

22

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				

22

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	

23

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	

22

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					

21

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		

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Pay Period

You are a current paid employee. You are paid from the 1st day of the month through the last day of the month on the last week day of the month

Reporting Period for Absences/Exceptions

Absences/exceptions 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

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

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

Sick leave is not paid out at time of separation. Sick leave is only paid out when an employee retires from the District with PERA

Personal Leave

Full personal leave accrual is given in September

You earn 1 personal leave day in September for 1st semester and 1 personal leave day in March for 2nd semester

Unused personal hours roll into sick balance the following school year

Personal leave balances are not paid out at time of separation.

Vacation Leave

You accrue 10 hours of vacation for each complete month worked

The maximum vacation balance is 2x your annual accrual and is applied yearly to your Feb 1st balance

Vacation accrual over maximum is deducted from accruals and not paid out

Earned vacation balance is paid out to you at time of separation

Payment Calculations

Salary is based on 245 paid days

245 paid days x FTE = annual hours / 12 months = monthly pay (Ex. 245 days x 8 hr per day = 1960 / 12 months = 163.33 hrs)

Late Appointment Calculations

Hired any day other than the first working day of the month, payout current month's hours in the month of hire

Remaining scheduled days less vacation accruals less flex days / remaining months in payment year

Ex: Hired 10/16/16. 10/16-10/31 = 88 hrs pay on 10/31/16

11/1 - 8/31 = 1728 hrs less 100 vacation hour accruals / 10 payments = 162.8 hrs paid each month

