

COUNCIL of NEW JERSEY STATE COLLEGE LOCALS AFT/AFL-CIO



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Nicholas Yovnello
President

Memorandum - Revised

To: Local Presidents

From: Steve Young

Date: September 17, 2008

Re: Effective Dates for Across-the-Board Pay Increases

The Council has received several inquiries about the effective date of the negotiated across-the-board increases.

New language in Article XXI (Salary & Fringe Benefit Agreement) states that across-the-board increases are effective the “first pay period in July for 12-month employees and the “first full pay period in September for 10-month employees.”

The net effect of this is that the annual salary pay periods have shifted.

In terms of receiving an annual salary with the entire across-the-board increases:

All pay periods begin on Sundays

12-month employees:

In July 2008, the first full pay period #15 was effective on July 5-18, 2008 and employees will see remainder of the FY 08-09 pay increase paid out up to pay period #14 from June 20-July 3, 2009 which completes the FY 08-09 across-the board increase. This shift of pay periods will also continue in next year's increase.

10-month employees:

In September, 2008 the first full pay period #20 was effective on September 13-26, 2008 and employees will see the remainder of the AY 08-09 increase paid in pay period # 19 (August 28-September 11, 2009) which completes the AY 08-09 across-the-board increase. This shift of pay periods will also continue in next year's increase.

Promotions

Promotions salary increases are still based on the effective date of the promotion, which in most cases is September 1 for faculty. The calculation used to determine the Range & Step salary of the promotion uses the annual wage that is in place on that date, which is the current annual salary in pay period #19 (Aug.30-Sept.12, 2008). Please note that this is BEFORE the increase which takes effect on the full pay period #20 (Sept. 13-26).

There is no net effect on a promotional than if the pay increase had gone into effect on Sept. 1. See examples below.

Associate Professor Range 26 – Step 12 Promoted to Full Professor Range 30
Current annual salary is \$89,872.97
Adding one current increment of \$2,899.94 makes it \$95,556.10

The nearest Range 30 current salary equal to or greater is at Step 8 and is \$95,136.71.

This is the new annual salary for the 1st two weeks of Sept. pay period #19.

This increases the annual salary to \$97,990.82 for pay period #20.

The bi-weekly salary will be at pay period #19 (Aug.30-Sept.12, 2008) at Range 30 - Step 8 rate and then at the salary increase in pay period #20 (September 13-26, 2008) bi-weekly rate through pay period # 19 (August 28-September 11, 2009) which completes the AY 08-09 across-the-board promotional increase. This shift of pay periods will also continue in next year's increase.

Note that if an employee has been at the range maximum (Step 12) for at least thirty-nine (39) pay periods, the employee shall receive, if otherwise eligible, an extra increment in the new range in addition to the increase due by reason of the advancement, providing the advancement adjustment does not take the employee to the new range maximum.

This would mean the following in the above example:

Associate Professor Range 26 – Step 12 Promoted to Full Professor Range 30
Current annual salary is \$89,872.97
Adding two current increments of \$2,899.94 makes it \$95,672.85

The nearest Range 30 current salary equal to or greater is at Step 9 and is \$98,660.20.

This is the new annual salary for the 1st two weeks of Sept. pay period #19.

This increases the annual salary to \$101,620.00 for pay period #20.

The bi-weekly salary will be at pay period #19 (Aug.30-Sept.12, 2008) at Range 30 - Step 9 bi-weekly rate and then at the salary increase in pay period #20 (September 13-26, 2008) bi-weekly rate through pay period # 19 (August 28-September 11, 2009) which completes the AY 08-09 across-the-board promotional increase. This shift of pay periods will also continue in next year's increase.