District to correct retro payment errors in off-cycle October payroll; step restoration yet to come

The District met with AFT today to determine how to correct the underpayment to faculty of the retro payments made to faculty on the Sept 30 paychecks for 2015/16 and July/August 2016.

The two errors were:

1) The District used 3.58% to restore 2015/16 wages to 2007/08 levels instead of 3.7% ;
2) The District failed to apply the negotiated additional 1% increase to July/Aug 2016 earnings.

(Note: September 2016 pay was based on the new 2016/17 pay scales and therefore were not affected by the District errors in retro calculations.)

The District will run a separate off-cycle payroll within two weeks in October with the additional retro payments owed to faculty as follows:

1) For 2015/16 , faculty will receive an additional retro payment equivalent to .1290% (.00129) of gross salary in 2015/16.
2) For July/Aug 2016, faculty will receive an additional retro payment equivalent to 1.225% (.0123) of gross salary in July/Aug 2016.

With these corrections, faculty will have received retro payments of:

1) 9.6% of all 2015/16 earnings:
2) 10.7% of all July/Aug 2016 earnings.

Step restoration from the 2009/10 step freeze:

1) Full-time faculty eligible for step restoration from the 2009/10 freeze, shall have their retro payments recalculated based on the higher step on the October off-cycle paycheck.
2) Part-timers hired in 2009/10 or earlier, shall have their semester counts increased to reflect the lost semesters in 2009/10. Where this increase in

semester count qualifies the part-timer for a step increase, they are entitled to an additional pay increase and retro payment. However, this adjustment will take more time to compute and implement, perhaps coming on the November paycheck.