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## **Semester 1 Overload Payments: Methodology and Next Steps**

On Friday, November 30<sup>th</sup>, the District sent checks for overage payment. Our contract has language that defines “thresholds” for class size in grades K-5, teaching load for 6-8, caseload for Special Education teachers, School Psychs, SLPs, and Counselors. It calls for overload payments for educators whose workload exceeds the threshold. Additionally, it calls for overload payment for full-time departmentalized 6-12 educators with more than 3 unique course preparations.

Overload for first semester is based on workload on October 15, 2018, and payments for first semester overload were on a separate check sent at the end of November.

### **How much overload payment should I have received?**

All overload payments are based on 1.5% of base pay (Column 1, Step 1), per “overload unit,” or \$631.77 (1.5% x \$42,118). For example, if a 4th grade classroom teacher has 2 students over the threshold (and no EA to help with workload), they should have received 2 X \$631.77 in overload payments on their November paycheck, for first semester.

Additionally, it calls for overload pay for full-time departmentalized 6-12 educators with more than 3 unique course preparations. Each unique preparation beyond 3 comes with \$1000 of overload pay.

Please read the complete contract language that applies to you, in [Article 8](#).

### **The Methodology**

PAT worked with the district to create a methodology to follow in determining overload payments, including in cases that are more complex. The District sent out a document to show the logic it used to calculate overload payments, based on the information in Synergy. Principals were asked to verify the information.

We disagreed with the district on some of its methodology, and the District implemented it anyway. [Here is a copy of the District’s methodology, with the areas of disagreement in yellow.](#)

### **What to do if you did not get paid correctly**

Last week, the District sent out a letter that included **this [link](#)** (you must be signed in on apps4pps to access it) where you can submit questions about overload payment. **If you believe that you did not receive the overload payment that you should have, either because of an error or because of methodology that is not in line with**

**the intentions of the contract, please use the link to submit your concerns.** This must be done by December 14.

PAT will work with the district to review all the concerns submitted. Some mistakes may be relatively easy to solve, by submitting the proof of your October 15 workload that you saved. We anticipate filing grievances in any case where the methodology used does not follow the intent or letter of our contract language.

After filling out the PPS google form, please keep a record of any communications with the district around your question.