

August's Tip of the Month focuses on compensation. Did you know that if you do not work at least 75% (138/184 days) of the school year, you will not move down a step, in years, on the AVUSD pay scale? Contract Article 19.B.5, states that if you miss more than 46 days (this includes: illness, vacations, PNS, disability, workman's comp, maternity, etc.), you will not earn a year's service credit on your next contract. [184×0.75 is 138. $184 - 138 = 46$] FMLA acts and disability allow you to take a certain amount of time off, which is your right, being aware of the loss is the key. Not receiving credit for a year's service can be harmful to your retirement and overall career long salary. If you wanted to buy a year's back in terms of retirement it would cost upwards of \$20,000 (cash up front) and if you do not move down a step one year, it is a possible total loss of hundreds of thousands of dollars (each year's loss x the number of years until retirement, not including raises) in the end. Attached is the article in full. As always, education and awareness are key. Remember our contract is WORTH the paper it is written on!