

## Frequently Asked Questions about Support Staff Salary Schedule and the Minimum Wage Law

### How much increase will hourly employees receive?

Effective July 1, 2018, employees who were not impacted by the new minimum wage will receive a 5% increase.

- To be eligible for an annual increase, an employee must work one day over half of his/her scheduled days.
- Employees at the top of the range received 2%.

### Will employees at the top of the range receive an increase?

Yes, employees at the top of the range will receive a permanent cost of living increase of 2% on their hourly rate aligned with the cost of inflation.

For the 2018-19 school year only, the remainder of the increase approved for employees moving through the salary schedule will be given in a one-time payment resulting in an overall increase of 5% for the 2018-19 school year.

### When will the one time payment be issued?

The one-time payment will be issued in December 2018 to qualifying employees who are still active in December 2018.

### How will my one time payment be calculated?

Please review the chart below. It is an example of how the one-time payment will be determined.

<b>ONE TIME PAYMENT CALCULATION EXAMPLE ONLY</b>	
<b>2017-18 Hourly Rate</b>	\$22.52
<b>2018-19 Hourly Rate (Capped at Top of Range)</b>	\$22.97
<b>Actual Hourly Increase</b>	\$0.45
<b>5% on 2017-18 Hourly Rate</b>	\$1.13
X Scheduled Hours Per Day (as of December 2018)	7
X Number of Days Scheduled Per Year	185
<b>Annual Value of 5% Increase</b>	<b>\$1,458.17</b>
<b>Actual % Increase on 2017-18 Hourly Rate</b>	\$0.45
X Scheduled Hours Per Day (as of December 2018)	7
X Number of Days Scheduled Per Year	185
<b>Annual Value of Actual Increase Received</b>	<b>\$583.27</b>
<b>One Time Payment to be Paid in December 2018</b>	<b>\$874.90</b>
(Difference between 5% and the Actual Increase Received)	

**If I terminate employment before the December payment, will I still receive?**

No. If you are not active when the payment is issued, you will not receive any portion of the payment.

**MINIMUM WAGE**

**What is the minimum wage for the foreseeable future?**

January 1, 2018	\$10.50
January 1, 2019	\$11.00
January 1, 2020	\$12.00

**Will the salary schedules be adjusted in the future?**

All salary ranges with an entry hourly rate that fell below the minimum wage were adjusted to comply with the new law. There will be one final adjustment effective July 2019 to fully comply with the new minimum wage.

**Did the top rate change proportionate to the entry?**

The purpose of the law was to increase lower earnings. The top salary of each range was increased based upon cost of living only.

**Will newly hired individuals earn more than someone who has been working for the District for more than a year?**

No. In order to ensure new employees do not start at a higher rate than continuing employees do, experience awarded to new hires has been adjusted.

**When will CUSD effectively change current salary rate to comply with Arizona minimum wage?**

CUSD modifies the Support Staff salary schedules to account for any minimum wage change at the beginning of the school year. Therefore, all plan year 2018-19 will reflect the January changes.

**Will student workers earn the same as adult workers?**

No, adult workers will earn more than student workers. In addition, adult workers in permanent positions are eligible for annual increases. The student rate is fixed.

**My salary range was not impacted by the minimum wage law. Will there be consideration for positions at higher grades?**

With the substantial increase to minimum wage, the support salary schedule ranges were compressed. There was no longer an appropriate differentiation between the salary ranges based upon the level of responsibility. To correct this compression, the percentage between the 2018-19 salary ranges was reset to 2.75%.

### **What will happen to the Support Staff salary schedule in the future?**

It is the intent of the District to increase the percentage between ranges to 3% for the 2019-2020 school year. This will complete a three-year transition to rebalance the salary ranges with an appropriate differentiation based upon the responsibility of the position.

### **Will I receive an increase based upon the rebalanced salary ranges?**

Yes, if your current salary range is below the grade level salary band, after taking into consideration the 5% increase received, your rate will be increased to meet the entry hourly rate of your salary range.

### **I have been employed for four years as a crossing guard and was earning below the new entry range of Grade 3. Will a person who was employed in July 2017 with one year of experience earn the same as me?**

In order to differentiate based upon years of service, hourly rates were adjusted, if necessary, to create at minimum of 1/2% difference based upon years of service in CUSD. In the example above, the employee with four years of service will earn 1.5% more than the employee with one year of experience. (Each 1/2% is based on each year of CUSD experience starting from the minimum salary of that grade level.)