

When will the deduction take place?

For 10 month employees, including 10 month employees at year round and modified calendar schools, the full deduction will take place at the end of May. For 11 and 12 month employees, the deduction will be split evenly between the end of May and the end of June.

I don't work full time. How will this be handled for me?

The number of flexible furlough hours provided will be pro-rated.

I have only worked for the school system since November 2008. Will the entire 0.5% reduction of my annual salary as of May 2009 still be taken?

Yes. The Governor's Executive Order calls for the complete 0.5% reduction of annualized wages.

I received a promotion and higher salary in November 2008. Will the entire 0.5% reduction of my annual salary be based upon my current salary level?

Yes. The Governor's Executive Order calls for the reduction to be based upon current salary levels.

Does this reduce my base salary going into the next school year?

No it does not.

Can I use vacation, sick, and other leave, or comp time to cover the 0.5% wage deduction?

No.

Will this impact my benefits?

The Governor's Executive Order urges the General Assembly to immediately enact legislation holding employees harmless for this salary reduction in the calculation of their retirement benefits, vacation, and sick leave, and in determining their eligibility for health insurance.

How do I request to use the flexible furlough hours provided to me?

Employees using flexible furlough leave shall coordinate the leave times with their immediate supervisor or principal. Additional levels of approval are not required.

When can I take the flexible furlough hours provided to me?

Flexible furlough leave can be taken in any increment. The State Board of Education has directed that Classroom teachers, media specialists, and teacher assistants who require substitutes and bus drivers may not use flexible furlough leave at any time that students are scheduled to be in attendance (an instructional day). Employees who do not require substitutes may, after coordinating with their immediate supervisor or principal, use flexible furlough leave on any day school is in session. Employees may use flexible furlough leave beginning May 1, 2009. Flexible furlough leave must be taken by December 31, 2009.

I won't be able to use the flexible furlough hours provided to me or I choose not to use them. Can I be paid back for the salary reduction or paid out for the unused flexible furlough hours?

The Governor's Executive Order does not allow a reversal of the salary reduction or a payout for unused flexible furlough hours.