

MFT Filename: Art. 7 - Equal Paychecks

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

ARTICLE VII. BASIC SALARIES, RATES OF PAY, OTHER ASSIGNMENT, WORK, AND SCHEDULES

Section E. Salary Administration, Payroll Cycle Election: Licensed staff covered under this Agreement ~~Teacher personnel~~ whose service assignment is the full school year of 196 duty days may select a **twenty (20) or twenty-four (24) twice monthly** payday option. **Effective with the 2018-2019 school year, those electing either pay option will receive twenty (20) or twenty-four (24) equal paychecks on a gross pay basis (i.e., prior to any payroll deductions).**

Due to IRS regulations, if the teacher does not have an election on file per HR records, the teacher shall be paid on the **twenty (20)** payday option. **Teachers may change payday options during an annual enrollment period, to be effective at the beginning of the next school year. The district will notify teachers of the enrollment window by email by June 1st of each year.** Teachers may not change pay options during the school year. The pay option chosen will continue in effect in succeeding years unless changed during the annual enrollment period. Teachers shall be afforded the opportunity to select either a **twenty (20) or twenty-four (24)** payday option annually.

Dates of payment for service assignments extending beyond the full school year are scheduled to correspond with the reports of service performed. Such payments will normally coincide with the biweekly payment cycle.

Section F. Payroll Cycle : All checks shall be on a ~~bi-weekly~~ **twice monthly** basis reflecting the teacher's ~~21 or 26~~ **twenty (20) or twenty-four (24)** payday option. The Payroll Department shall distribute the listing of the proposed days of the paydays **the payroll schedule** to all teachers prior to the close of the preceding school year.

