



# Berkeley Federation of Teachers

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## IS YOUR 2012-2013 RETRO PAY CORRECT? IS YOUR 2012-2013 BONUS CORRECT?

August 30, 2013

**To: All BFT Members on the K-12 salary schedules who worked during the 2012-2013 school year**

It is important that you take a few minutes with your August 30th paycheck stubs (you may have THREE of them) and this flier in order to be certain that you have been paid correctly for the 2.5% retroactive salary increase, AND the 2.5% bonus owed to you for 2012-2013.

### How to Check Your 2012-2013 Retroactive Salary Payment:

#### Option #1

The most accurate way to check your 2012-2013 retroactive salary increase payment is to add ALL of your "gross" (before deductions) earnings for September 2012 through August 2013 (you will need your paycheck stubs to do this) and calculate 2.5% of this total (the total earnings x .025). This is the amount that you should see listed as the GROSS amount of your **2012-2013 retroactive salary increase payment**.

#### Option #2

If you don't have your paycheck stubs for 2012-2013, you can use the steps below to calculate a good estimate of your retroactive salary increase payment:

- 1) Using the **2012-2013** salary schedule on the back of this flier, locate your step. (For example, if you have 6 total years of service at the conclusion of the 2011-2012 school year, you should have been placed on Step 7 for **2012-2013**.)  
NOTE: In BUSD, teachers who are hired with prior experience are "frozen" at Step 12 for three years. This is Article 14, Section 7.1 of our contract.
- 2) Locate your Column (by taking into account your SEMESTER units and degrees). If you are not sure how to determine your step or column, please feel free to contact BFT at 549-2307 and we can assist you.
- 3) With two fingers (or a pencil), follow your Step row horizontally and your Column vertically until your two fingers (or pencil marks) meet evenly at a single cell. The number in this cell is your annual gross (before deductions) salary for **2012-2013**.
- 4) If you received any stipends or extra pay for last year add those gross (before deductions) amounts to the gross salary amount calculated in Step 3. You can consult the BFT web site for **2012-2013** stipend amounts and hourly pay rates (see Appendices 9 and 10 under "BFT/BUSD Contract – Appendices" on the web site),
- 5) Take the total of the amounts in Steps 3 and 4 and calculate 2.5% of this total. This is the amount that you should see listed as the GROSS amount of your **2012-2013 retroactive salary increase payment**.

### How to Check Your 2012-2013 Bonus Payment:

- ✓ Option #1: Add your gross earnings for 2012-2013 **AND** your 12-13 retro payment, and calculate 2.5% of this total. This is the amount that you should see listed as the GROSS amount of your **2012-2013 bonus**.
- ✓ Option #2: Take the amounts you calculated in Option #2, Steps 3-5 above, and add them together. Calculate 2.5% of this total. This is a good estimate of the amount that you should see listed as the GROSS amount of your **2012-2013 bonus**.

### IF YOUR RETROACTIVE SALARY PAYMENT OR BONUS APPEARS TO BE IN ERROR:

If you suspect an error in your 2012-2013 retroactive salary payment or bonus, first email your Payroll Specialist. Please cc BFT (bft4tchr@lmi.net).

**Malika Upshur (A-J): malikaupshur@berkeley.net**

or

**Kevin Younger (K-Z): kevinyounger@berkeley.net**

If you receive no response within a few days, or the problem continues unresolved, please email **Payroll Manager Robert Martin** at robertmartin@berkeley.net. Please cc BFT on this email.

**2012-2013  
BFT/BUSD K-12 Salary Schedule \***

CLASS	I	II	III	IV	V	VI	VII
	BA	BA+24	BA+36	MA or BA+48	BA+60 BA+42 MA+12	BA+72 BA+54 MA+24	BA+84 BA+66 MA+36
STEPS							
1	\$38,497	\$45,714	\$47,041	\$48,407	\$48,407	\$48,407	\$48,407
2	\$38,497	\$47,041	\$48,407	\$49,809	\$49,809	\$49,809	\$49,809
3	\$39,871	\$48,407	\$49,809	\$51,255	\$52,741	\$52,741	\$52,741
4	\$41,062	\$49,809	\$51,255	\$52,741	\$54,269	\$55,845	\$55,845
5	\$42,286	\$49,809	\$52,741	\$54,269	\$55,845	\$57,464	\$59,132
6	\$43,481	\$49,809	\$54,269	\$55,845	\$57,464	\$59,131	\$60,845
7	\$44,122	\$49,809	\$54,269	\$57,464	\$59,131	\$60,845	\$62,611
8	\$44,712	\$49,809	\$54,269	\$59,131	\$60,845	\$62,611	\$64,426
9	\$45,289	\$49,809	\$54,269	\$59,131	\$62,611	\$64,426	\$66,295
10	\$45,884	\$50,296	\$54,269	\$59,131	\$64,489	\$66,358	\$68,283
11	\$46,419	\$50,829	\$54,649	\$59,131	\$66,423	\$68,348	\$70,330
12	\$46,419	\$50,829	\$54,649	\$59,131	\$68,417	\$70,399	\$72,440
13	\$46,419	\$50,829	\$54,649	\$59,131	\$69,680	\$71,662	\$73,704
14	\$46,419	\$50,829	\$54,649	\$59,131	\$69,680	\$71,662	\$73,704
15	\$47,532	\$51,941	\$55,760	\$60,242	\$70,944	\$72,926	\$74,968
16	\$47,532	\$51,941	\$55,760	\$60,242	\$70,944	\$72,926	\$74,968
17	\$48,572	\$52,983	\$56,801	\$61,283	\$72,207	\$74,188	\$76,231
18	\$48,572	\$52,983	\$56,801	\$61,283	\$72,207	\$74,188	\$76,231
19	\$49,683	\$54,093	\$57,913	\$62,394	\$73,471	\$75,454	\$77,495
20	\$49,683	\$54,093	\$57,913	\$62,394	\$73,471	\$75,454	\$77,495
21	\$49,683	\$54,093	\$57,913	\$62,394	\$74,732	\$76,717	\$78,758
22	\$49,683	\$54,093	\$57,913	\$62,394	\$74,732	\$76,717	\$78,758
23	\$49,683	\$54,093	\$57,913	\$62,394	\$75,998	\$77,979	\$80,021

Position	\$ Amount Per Year	Plus Days
Counselor	\$1,882	9 per diem days
BHS Teacher Leader	\$5,376	3 per diem days
Middle School Department Leader	\$747	2 per diem days
SST Coordinator	\$1,910	
Teacher in Charge	\$2,187	
Doctorate	\$1,264	

Hourly Curriculum Development Rate: \$26.34 per hour  
 Hourly Teaching Rate: \$30.94 per hour

*\*This is the 2012-2013 salary schedule before the 2.5% salary increase.*