

FAQs

How much is the raise and which employee groups will receive the increase?

The Board of Education (BOE) has approved a 2.44% base wage increase for all MMSD employee groups (excluding LTE and MSCR seasonal employees).

How much is my raise?

If you are paid on an hourly basis, calculate your new rate of pay by multiplying your current rate of pay by 1.0244.

Example: \$23.34 hourly rate x 1.0244 = \$23.91

This is an increase of \$0.57 per hour.

If you are paid a salary, calculate your new salary amount by multiplying your paycheck gross pay amount or full salary amount by 1.0244.

Example: \$5,200.17 gross per check x 1.0244 = \$5,327.05

The new gross per check is increased by \$126.88 per check before deductions.

When will I receive retro pay on dates worked back to July 1?

Due to the complicated nature of calculating retro pay, the need for extensive auditing of pay records, and a scheduled payroll system upgrade, the retro payment will be paid in early December.

Retro pay will be paid on a separate payroll and it will be a separate deposit. Retro pay is taxed at the supplemental rate of 22%. The retro pay deposit will have the following deductions taken from it: federal tax, state tax, FICA, Medicaid, WRS (if enrolled) and any applicable garnishments or levies. Deductions for insurance will not be part of the retro pay.

The retro pay will be a regular direct deposit. We will not issue payments as a live checks or otherwise deviate from the normal direct deposit process.

Do sub SEAs and sub teachers receive a raise?

Yes! The new daily rate for a sub SEA is \$15.69 and the new daily rate for a sub teacher is \$161.11. A sub teacher in a long term assignment will receive the long term daily rate of \$202.07. Specialty subs that work out of Student Services also receive the 2.44% raise.

From which date does the raise start? And will there be retro pay?

The raise is effective July 1, 2019. There will be retro pay on all eligible earnings back to July 1.

I worked summer school. Will I receive retro pay on that?

Summer school teachers will NOT receive retro pay on pay rates of \$18.70, \$20.00, \$25.00 or \$30.00 per hour. Those rates of pay are considered summer school pay rates and are not eligible for the salary increase. ESY rates of pay are eligible for retro pay.

All biweekly hourly employees will receive retro pay on all hours worked from July 1 to September 21. The range of dates includes summer school.

Is overtime eligible for retro pay?

Yes, overtime is based on an employee's salary rate.

I worked extended employment during the summer and in September. Will those hours be eligible for retro pay?

Any biweekly hourly employees paid extended employment will receive retro pay since they are paid their hourly rate for any dates worked after July 1.

Any teacher paid extended contract (their salary divided down to hourly) will receive retro pay for any dates worked after July 1. Additionally, IEP meeting payments qualify for retro pay. Teacher extended employment rates are not eligible for the BOE increase as they are not based on an employee's salary. The pay rates of \$15.30, \$18.70, \$20.00 and \$25.00 per hour are not increasing and are not eligible for retro pay.

Can I see what I have been paid for?

You can find additional details about your time worked by accessing the information at this link: <https://hr.madison.k12.wi.us/checkdetail>. You will need to enter the dates for the year with a four digit number. For example, you would have to enter 01/01/2019 if you want to find dates for 2019 rather than 01/01/19.

When will my increased hourly rate/salary show up on my pay stub?

Employee groups that are paid biweekly will see the raise on their October 11 pay check.

Employee groups that are paid monthly will see the raise on their November 1 pay check.

Additional questions?

Please contact the Payroll team.

[Jennifer Trendel](#), Payroll Supervisor - jtrendel@, (608) 663-5387
Administrator and Non-Union Professional employee groups and all questions

[Kim Callies Bleiler](#), Assistant Payroll Supervisor - kcalliesblei@, (608) 663-5380
WRS, banking and all questions

[Laura Harrington](#), Payroll Specialist II - laharrington@, (608) 663-5373
CU, TR, FS, SA, SEE, HI employee groups and 403b, direct deposit and W4

[Margaret "Meg" Hanson](#), Payroll Specialist II - mmhanson4@, (608) 663-5369
Teacher and Sub teacher employee groups

[Alice Bach](#), Payroll Specialist II - abach@, (608) 442-2812
MSCR, BRS, EA/SEA, Sub SEA, Sub Sec and Coach employee groups

General payroll email - payroll@madison.k12.wi.us

Other helpful links:

[Payroll website](#)

[How to Read Your Check - Monthly Paid](#)

[How to Read Your Check - Biweekly Paid](#)