

Fuzzy Math: Estimating Your Retro Pay



Computing Retro Pay: Salary

The Math

Identify your salary on the 2022-2023 salary schedule. Divide by 2.

Identify your salary on the 2023-2024 salary schedule. Divide by 2.

Subtract the first amount from the second amount. This is your retro pay for salary.

For Example

MA45, step M in 2022-2023:

- \$85,213
- divided by two: \$42,606.50

MA45, step M in 2023-2024:

- \$89,474
- divided by two: \$44,737

Retro pay for salary: \$2,130.50

Computing Retro Pay: Health Insurance

The Math

Identify your withholdings for each paycheck starting January 12. Multiply by three.

Identify your withholdings per paycheck according to the new contract. Multiply by three.

Subtract the second amount from the first amount. This is your retro pay for insurance.

For Example

Withholdings for each paycheck for family high-deductible on the Achieve Network under the 2021-2023 contract:

- \$261.10
- multiplied by three: \$783.30

Withholdings for each paycheck for family high-deductible on the Achieve Network under the 2023-2025 contract:

- \$187.72
- multiplied by three: \$563.16

Retro pay for insurance: \$220.14

Computing Retro Pay: Schedule C

It is unclear how or when Human Resources will handle retroactive pay for schedule C at this point. Ensure that, by the time your stipend has paid out, the amount paid matches the raised amount as shown in the figures below.

The Math

Calculate your base and experience points.
Multiply by \$140.

Multiply your base and experience points by \$142.

Subtract the first amount from the second amount. This is your retro pay for schedule C.

For Example

High school newspaper: 21 base points + 5 experience points

26 points multiplied by \$140 = \$3,640

26 points multiplied by \$142 = \$3,692

Retro pay for schedule C: \$52

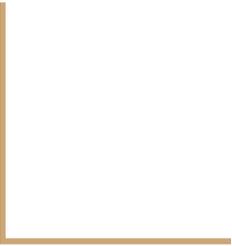
Important to note: this does not apply if your activity does not start until after February 29. Also, you must adjust your figures for partial payment of your contract prior to February 29. Retroactive pay will be smaller as you will receive the higher rate for subsequent payments after February 29.

Other Considerations

- You are due \$20 for each hour that you subbed and vouchered prior to contract settlement. This is the difference between the former hourly sub rate of \$30 and the new rate of \$50.
- You are due \$2 for each hour that you otherwise vouchered – not subbing – prior to contract settlement. This is the difference between the former hourly voucher rate of \$30 and the new rate of \$32.
- You may be owed \$77 if you hold a doctorate or education specialist degree. This is the difference between the former stipend of \$1,423 and the new lane on the salary schedule, which amounts to \$1,500.
- You may be owed an additional \$1,000 stipend for some additional certifications and licenses.
- Teachers who provide the district with third party billing services are due a \$1,500 stipend.
- You may be due additional retro pay for other duties, such as extended school year, counselor summer hours, credit recovery, homebound instruction, et cetera.



How Do I Find This Information?



The screenshot shows the Skyward Employee Information system interface. At the top, the header reads "SOUTH WASHINGTON COUNTY SCHOOL DISTRICT" and "SKYWARD". The user "Adam Hayes" is logged in, with options for "Account", "Preferences", "Exit", and a help icon. The main navigation bar includes "Home" and "Employee Information". A large yellow arrow labeled "#1" points to the "Employee Information" tab. Below this, a sidebar menu is expanded to show "Employee Information" and "Payroll". Under "Employee Information", a yellow arrow labeled "#2" points to the "Personal Information" link. The "Payroll" section lists various options: "Check History", "Check Estimator", "Calendar Year-to-Date", "Fiscal Year-to-Date", "Direct Deposit Information", "W2 Information", "W4 Information", and "1095 Forms". At the bottom left, there is a "NEW" section titled "Reason Codes" and a "Printing Your W2" section with instructions: "Log into Skyward-Employee Access. Click on the EMPLOYEE INFORMATION tab, locate PAYROLL, and click on W2 INFORMATION. Highlight the year you want to review (2023 is already highlighted) and click on VIEW W2 FORM on the right side of the screen." The footer contains the code "javascript:aN('rempitabs001.w',gAuakNjaanpkbifO','','0','EmployeeTab','');" and the system version "macOS 13.1.0 / Chrome 122".

Salary Information

1) Select “Employee Information” and 2) “Personal Information.”

SOUTH WASHINGTON COUNTY SCHOOL DISTRICT

Adam Hayes Account Preferences Exit ?

Home Employee Information Time Off

Personal Information

Demographic
Employee Info
Address

Personnel
Personnel Info
Lane/Step History
Prof Development
Assignments
Certifications
1095
10

Employee: Hayes Adam J

Assignments

Assignment Information
Assignment Year: 2023-2024

Views: [General] Filters: [Default]

Position
Teacher Secondary Building: East Ridge High School

Expand All Collapse All

Position Information
Assignment Information
Term Information
Salary Information

Payroll Information
Pay Code: CONTRA
Supervisor:
Pay Start: 09/01/2023 Pay Stop: 08/31/2024
Contract: 89,474.00
Daily Rate: 488.93 Hourly Rate: 65.19

20 2 records displayed

Salary Information

1) Select "Assignments," 2) "Teacher," and 3) "Payroll Information." Note the "Contract" amount.

SOUTH WASHINGTON COUNTY SCHOOL DISTRICT

Adam Hayes Account Preferences Exit ?

Home Employee Information Time Off

Personal Information

Demographic
Employee Info
Address

Personnel
Personnel Info
Lane/Step History
Prof Development

Assignments

Certifications
1095-C
1095-B
Fixed Assets

Payroll
Checks
Check Estimator
Calendar YTD
Fiscal YTD
History Report
Direct Deposit
W2 Information
W4 Information
1095 Forms

Time Off Status
AP Payments
Employee Letters

Employee: Hayes Adam J

Assignments

Assignment Information
Assignment Year: 2023-2024

Views: General Skyward Default

Position Athletics
Group Coaches
Building East Ridge High School

Expand All

Position Information
Assignment Information
Term Information

Salary Information

Calc Method: MATRIX	Matrix Type: Extra Duty	
Matrix: XC 23-24	Base Matrix:	
Placement: NEWSPAPER EDITOR SH	Placement Tracker: Lane:XC1 Step:26 Credits:0	
Pay Code	Per Diem Contract	Calculated Contract
Assignment: NEW	3,692.00	3,692.00

20 2 records displayed

Schedule C Information

Calculated Contract
3,692.00

1) Select your activity. This probably says "Athletics." 2) Select "Salary Information." Note the "Calculated Contract" amount.

SKYWARD SOUTH WASHINGTON COUNTY SCHOOL DISTRICT

Adam Hayes Account Preferences Exit ?

Home Employee Information Time Off

Personal Information

Employee: Hayes Adam J

Assignments

Assignment Information
Assignment Year: 2023-2024

Views: General Filters: *Skyward Default

Position	Assignment	Group	Building
▼ Athletics	Newspaper Editor	Coaches	East Ridge High School

Expand All Collapse All Modify Details (displaying 7 of 7) View Printable Details

Position Information

Assignment Information

Term Information

Salary Information

Calc Method: MATRIX	Matrix Type: Extra Duty
Matrix: XC 23-24	Base Matrix:
Placement: NEWSPAPER EDITOR SH	Placement Tracker: Lane:XC1 Step:26 Credits:0
Pay Code: NEW	Per Diem Contract: 3,692.00
Assignment: NEW	Calculated Contract: 3,692.00

20 2 records displayed

Schedule C Information

Placement Tracker: Lane:XC1 Step:26 Credits:0

Also note your base points plus experience points appear next to "Placement Tracker" and "Step."

Health Insurance Information

Home Employee Information Time Off

Employee Access

Jump to Other Dashboards

Employee

Reset Dashboards Select Widgets

Recent Programs

- Employee Access Home
- Personal Information
- Check Estimator
- Check History

District News

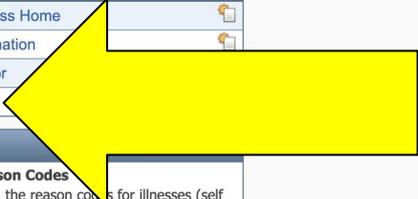
NEW Time Off Reason Codes

Effective 1/1/2024, the reason codes for illnesses (self and others) and dr/dental appointments have changed to Sick and Safe Time. A notice was sent to all staff on Friday, December 22, regarding the new Minnesota Earned Sick and Safe Time Statutes (181.032 and 181.9445-181.9448).

Printing Your W2

Log into Skyward-Employee Access. Click on the EMPLOYEE INFORMATION tab, locate PAYROLL, and click on W2 INFORMATION. Highlight the year you want to review (2023 is already highlighted) and click on VIEW W2 FORM on the right side of the screen.

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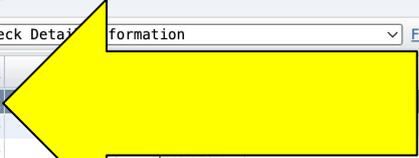
Select "Check History."

Check History

Views: Check Date Seq - Check Details Information Filters: *Skyward Default

Check Date	Check Number			
▶ 02/15/2024	902379849			
▶ 01/30/2024	902376784			
▶ 01/12/2024	902373694			
▶ 01/12/2024	902371521		0.00	R
▶ 12/29/2023	902368767	3,764.66	2,153.35	R
▶ 12/15/2023	902365649	3,809.66	2,179.47	R
▶ 11/30/2023	902362592	3,764.66	2,196.06	R
▶ 11/15/2023	902359496	3,764.66	2,196.06	R
▶ 10/30/2023	902356457	3,764.67	2,196.07	R
▶ 10/13/2023	902353350	4,219.67	2,460.12	R
▶ 10/13/2023	902351198	0.00	0.00	R
▶ 09/29/2023	902348563	3,550.55	2,130.87	R

2000 348 records displayed Check Date:



Health Insurance Information

Select your February 15 paycheck.

Health Insurance Information

Phone: (651) 425-6300

Check Detail Information

Check Date: **02/15/2024** Gross Wages: **3,764.66**
Check Number: **902379849** Net Amount: **2,100.40**
Check Type: **Regular**

Taxable Wage Information

	Federal	State	FICA	Medicare
Gross Wages:	3,764.66	3,764.66	3,764.66	3,764.66
Minus Deductions that Decrease Tax:	841.52	841.52	549.76	549.76
Plus Taxable Benefits:				
Taxable Gross Wages:	2,923.14	2,923.14	3,214.90	3,214.90

Pays

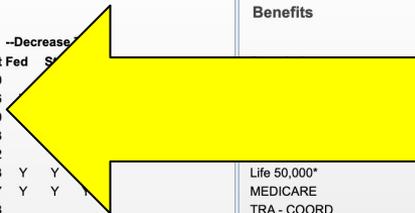
Description	Rate	Factor/Hours	Amount	Retire Hours	Hours Worked	Period End
CONTRACT 24*	3,550.54	1.00	3,550.54			02/15/2024
NEWSPAPERS*	214.12	1.00	214.12			02/15/2024
Total:			3,764.66			

Deductions

Description	--Decrease--		
	Amount	Fed	St
*403B ASP ROTH	105.00		
Dental-Fam	38.66		
Fam HiDed ACHV	261.10		
FEDERAL TAX	230.23		
FICA TAX	199.32		
Flex/DepCare	208.33	Y	Y
Flex/Medical	41.67	Y	Y
LONG TRM DISAB*	12.78		
MEDICARE	46.62		
MN STATE TAX	167.73		
SoWashCo Cares	2.00		
TCHR Union Dues	59.06		
TRA - COORD	291.76	Y	Y
Total:	1,664.26		

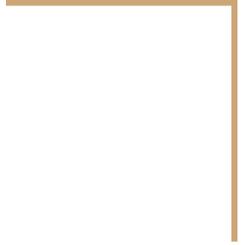
Benefits

-----Taxable-----		
Amount	Fed	St F/M
	62.50	
	21.48	
	0.13	
	738.75	
	199.32	
Life 50,000*	2.15	
MEDICARE	46.62	
TRA - COORD	329.41	
Total:	1,400.36	



Scroll down to “Deductions” and note the amounts and descriptions for health insurance.

Salary Schedules



Salary Schedule
2022 - 2023

STEP	BA00	BA15	BA30	BA45	BA60	MA00	MA15	MA30	MA45
A	42,431	44,058	45,502	47,002	49,145	49,145	50,666	52,209	53,574
B	44,007	45,839	47,401	48,962	51,286	51,286	52,982	54,531	55,946
C	45,593	47,844	49,462	51,104	53,423	53,423	55,203	56,820	58,417
D	47,331	49,512	51,311	52,970	55,614	55,614	57,447	59,100	60,857
E	49,085	51,361	53,174	54,991	57,929	57,929	59,882	61,609	63,349
F	50,862	53,241	55,138	57,084	60,297	60,297	62,321	64,097	65,480
G	52,638	55,123	57,104	59,189	63,184	63,184	65,347	67,206	69,187
H	54,928	57,516	59,942	62,191	69,311	69,311	71,514	73,650	75,966
I	59,863	62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
J	59,863	62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
K	59,863	62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
L	63,273	65,971	68,505	70,847	78,273	78,273	80,571	82,800	85,213
M	63,273	65,971	68,505	70,847	78,273	78,273	80,571	82,800	85,213
N	63,273	65,971	68,505	70,847	78,273	78,273	80,571	82,800	85,213
O	66,038	68,735	71,267	73,613	81,037	81,037	83,335	85,562	87,978
P	66,038	68,735	71,267	73,613	81,037	81,037	83,335	85,562	87,978
Q	66,038	68,735	71,267	73,613	81,037	81,037	83,335	85,562	87,978
R	69,707	72,403	74,936	77,281	84,705	84,705	87,003	89,231	91,646

Salary Schedules for teachers hired before 7/1/2020

2023-2024										
STEP	BA00	BA15	BA30	BA45	BA60	MA00	MA15	MA30	MA45	Spec./Doc
a										
b										
c										
d	49,698	51,988	53,877	55,619	58,395	58,395	60,319	62,055	63,900	65,400
e	51,539	53,929	55,833	57,741	60,825	60,825	62,876	64,689	66,516	68,016
f	53,405	55,903	57,895	59,938	63,312	63,312	65,437	67,302	68,754	70,254
g	55,270	57,879	59,959	62,148	66,343	66,343	68,614	70,566	72,646	74,146
h	57,674	60,392	62,939	65,301	72,777	72,777	75,090	77,333	79,764	81,264
i	62,856	65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
j	62,856	65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
k	62,856	65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
l	66,437	69,270	71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
m	66,437	69,270	71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
n	66,437	69,270	71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
o	69,340	72,172	74,830	77,294	85,089	85,089	87,502	89,840	92,377	93,877
p	69,340	72,172	74,830	77,294	85,089	85,089	87,502	89,840	92,377	93,877
q	69,340	72,172	74,830	77,294	85,089	85,089	87,502	89,840	92,377	93,877
r	74,107	76,973	79,666	82,159	90,052	90,052	92,495	94,864	97,431	98,931

Salary Schedule**2022-2023****Teachers hired on or after 7/1/2020**

STEP	BA00	BA15	BA30	BA45	BA60	MA00	MA15	MA30	MA45
A	42,431	44,058	45,502	47,002	49,145	49,145	50,666	52,209	53,574
B	44,007	45,839	47,401	48,962	51,286	51,286	52,982	54,531	55,946
C	45,593	47,844	49,462	51,104	53,423	53,423	55,203	56,820	58,417
D	47,331	49,512	51,311	52,970	55,614	55,614	57,447	59,100	60,857
E	49,085	51,361	53,174	54,991	57,929	57,929	59,882	61,609	63,349
F	50,862	53,241	55,138	57,084	60,297	60,297	62,321	64,097	65,480
G	52,638	55,123	57,104	59,189	63,184	63,184	65,347	67,206	69,187
H	54,928	57,516	59,942	62,191	69,311	69,311	71,514	73,650	75,966
I	59,863	62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
J		62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
K		62,564	65,096	67,440	74,878	74,878	77,174	79,420	81,823
L		65,971	68,505	70,847	78,273	78,273	80,571	82,800	85,213
M			68,505	70,847	78,273	78,273	80,571	82,800	85,213
N			68,505	70,847	78,273	78,273	80,571	82,800	85,213
O			71,267	73,613	81,037	81,037	83,335	85,562	87,978
P				73,613	81,037	81,037	83,335	85,562	87,978
Q				73,613	81,037	81,037	83,335	85,562	87,978
R					84,705	84,705	87,003	89,231	91,646

Stair Step Schedule for those teachers hired after 7/1/2020 – all increases and longevity are the same as above.

2023-2024										
STEP	BA00	BA15	BA30	BA45	BA60	MA00	MA15	MA30	MA45	Spec./Doc
a										
b										
c										
d	49,698	51,988	53,877	55,619	58,395	58,395	60,319	62,055	63,900	65,400
e	51,539	53,929	55,833	57,741	60,825	60,825	62,876	64,689	66,516	68,016
f	53,405	55,903	57,895	59,938	63,312	63,312	65,437	67,302	68,754	70,254
g	55,270	57,879	59,959	62,148	66,343	66,343	68,614	70,566	72,646	74,146
h	57,674	60,392	62,939	65,301	72,777	72,777	75,090	77,333	79,764	81,264
i	62,856	65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
j		65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
k		65,692	68,351	70,812	78,622	78,622	81,033	83,391	85,914	87,414
l		69,270	71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
m			71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
n			71,930	74,389	82,187	82,187	84,600	86,940	89,474	90,974
o			74,830	77,294	85,089	85,089	87,502	89,840	92,377	93,877
p				77,294	85,089	85,089	87,502	89,840	92,377	93,877
q				77,294	85,089	85,089	87,502	89,840	92,377	93,877
r					90,052	90,052	92,495	94,864	97,431	98,931

Health Insurance Costs

HealthPartners Health Plans Open Access Network				
		Total Cost Per Month	District Cost Per Month	Employee Cost Per Pay Period (24 Pay)
\$25 Copay Plan	Single	\$882.05	\$638.16	\$121.95
	Family	\$2,363.92	\$1,146.01	\$608.96
\$15 Copay Plan	Single	\$898.58	\$633.07	\$132.76
	Family	\$2,408.22	\$1,140.03	\$634.10
High Deductible Plan*	Single	\$793.77	\$669.59	\$62.09
	Family	\$2,127.33	\$1,477.50	\$324.92

Original 2024 Premiums

HealthPartners Health Plans Open Access Network				
		Total Cost Per Month	District Cost Per Month	Employee Cost Per Pay Period (24 Pay)
\$25 Copay Plan	Single	\$882.05	\$701.98	\$90.04
	Family	\$2,363.92	\$1,260.61	\$551.66
\$15 Copay Plan	Single	\$898.58	\$696.39	\$101.10
	Family	\$2,408.22	\$1,254.03	\$577.10
High Deductible Plan*	Single	\$793.77	\$793.77	\$0.00
	Family	\$2,127.33	\$1,625.25	\$251.04

Negotiated 2024 Premiums

2023 and 2024 Health Insurance Monthly Costs for 1.0 FTE Licensed Educators:
Open Access Network

HealthPartners Health Plans Achieve Network				
		Total Cost Per Month	District Cost Per Month	Employee Cost Per Pay Period (24 Pay)
\$25 Copay Plan	Single	\$829.13	\$638.16	\$95.49
	Family	\$2,222.09	\$1,146.01	\$538.04
\$15 Copay Plan	Single	\$844.67	\$633.06	\$105.81
	Family	\$2,263.72	\$1,140.03	\$561.85
High Deductible Plan*	Single	\$746.14	\$629.42	\$58.36
	Family	\$1,999.69	\$1,477.50	\$261.10

Original 2024 Premiums

HealthPartners Health Plans Achieve Network				
		Total Cost Per Month	District Cost Per Month	Employee Cost Per Pay Period (24 Pay)
\$25 Copay Plan	Single	\$829.13	\$701.98	\$63.58
	Family	\$2,222.09	\$1,260.61	\$480.74
\$15 Copay Plan	Single	\$844.67	\$696.39	\$74.14
	Family	\$2,263.72	\$1,254.03	\$504.85
High Deductible Plan*	Single	\$746.14	\$746.14	\$0.00
	Family	\$1,999.69	\$1,625.25	\$187.22

Negotiated 2024 Premiums

2023 and 2024 Health Insurance Monthly Costs for 1.0 FTE Licensed Educators:
Achieve Network