



COMPENSATION:

What's In, What's Out, and What's Different

What's In, What's Out

	OLD	NEW
✓ IN/NO CHANGE		
Regular base salary	✓	✓
Regular/base hourly wages	✓	✓
Pick up on Pick-up Plan	✓	✓
Overtime paid to non-exempt employees	✓	✓
Paid leave	✓	✓
Longevity/length of service, which is payment based on total years of employment per written contract or policy and applicable to all employees	✓	✓
Employer payments to an eligible retirement plan e.g. 403(B), 457 account	✓	✓
Backpay awards that reinstate an employee to the employee's position without interruption of loss of time	✓	✓
Extended days	✓	✓
Commissions per contract terms	✓	✓
× OUT/NO CHANGE		
Compensation time cash out	×	×
Leave cash-in	×	×
Attendance, which are payments for limited use of sick leave per a policy or contract	×	×
Wellness rewards, which are payments to employees for achieving measurable health goals as set forth in a written policy	×	×
Recruitment, which is payment for referring a job applicant who is hired	×	×
Severance payment	×	×
Bonus payment, which is discretionary payment not governed in a contract	×	×

What's Different

	OLD/OUT		NEW/IN
Lump Sum	Lump sum amounts that are not incentive payments set forth in a collective bargaining agreement	→	Lump sum payments that are provided for will need to be written in the collective bargaining agreement*
Lump Sum	Lump sum amounts that are not incentive payments set forth in an individual contract	→	Lump sum payments that are provided for will need to be written in the individual contract*
Lump Sum	Lump sum merit/performance amount as set forth in a written contract or policy	→	Lump sum payments that are provided for are required to be written in the contract or school district policy*
Retention	Retention, which is payment to current employee to remain for a certain period of time	→	The retention payment is required to be written in a contract*
Education	Education, which concerns attaining or having a certification or degree only per a written policy or contract	→	The payment will need to be written into a contract or school district policy*
Signing Bonus	Signing bonus, which is payment to new employees for accepting a position	→	The payment will need to be written into a contract or school district policy*

***The payment must be made in accordance with enforceable obligations negotiated in ADVANCE of the performance of the compensated service**