

Variable Pay and the Pay Freeze

JCAA is committed to continue working through the administrative compensation committee, cabinet and district leadership to help all administrators better understand the implications of the potential freeze on this year's variable pay and the variable pay system. This includes working to assure that administrative pay is treated in similar ways as other employee groups. Fair compensation is always an important focus of JCAA's ongoing work with the district.

What does freezing variable pay mean? One camp holds that freezing variable pay is unfair to administrators. While it is nearly impossible through written communication to address all the subtleties of multiple interpretations (since the words themselves become subject to more interpretation), the side-by-side comparison of two opinions follows.

Giving up Variable Pay is a Pay Cut	Giving up Variable Pay is a Freeze
Variable pay is not a freeze it is actually a pay cut.	Since the pay check stays the same from one fiscal year to the next, it is a freeze.
Variable pay is an agreed upon part of an administrator's pay and has been since 1995. Variable pay is earned in one year, measured by the accomplishment of strategic goals, and paid in the following fiscal year. Because retiring administrators receive a variable pay payment and administrators hired after April 1 in the prior year do NOT, variable pay is part of the prior year's compensation.	Variable pay is an agreed upon part of an administrator's pay and has been since 1995. Variable pay is earned in one year, measured by the accomplishment of strategic goals, and paid in the following fiscal year. Policy GCBB-R states variable pay is available on an annual basis subject to budget constraints. Variable pay earned during 2008/2009 was NOT added to the 2009/2010 BASE as it had been in prior years. That decision was driven by budget realities.
The District is violating the August 7, 2009 pay agreement and therefore cannot be trusted to create alternate solutions involving deferring earned variable pay.	The District made good on the 2009-2010 pay agreement for work performed by administrators & professional technical staff in 2008-2009 with a 1% COLA base pay increase made in June (or August) and the 2% variable pay payment made in October of 2009. The 2010-2011 Compensation Agreement won't be drafted until after 2009-2010 negotiations are complete. The original 2009-2010 Compensation Agreement was dated in June 2009 (which was the end of the 2008-2009 fiscal year) but was updated August 7, 2009 to make administrator pay comparable to the pay of other associations.

If negotiations do not produce a freeze in CSEA/JCEA steps & levels, this discussion will be a moot point since the JCAA letter to the Board of Education was contingent on that outcome.

This discussion revealed marked disagreement about interpretation on the administrative pay system. JCAA will host forums in the Fall of 2010 after the 2010-2011 pay agreement is finalized to give every administrator an opportunity to explore and understand the agreement.