**Comments on Moving Contract Start Dates to 8-1**

How will you do those employees currently on a 7/1 date.  Will you stretch their pay the first year to cover the month of July?  I would assume you wouldn't want them to go a month with no paycheck?  Also those on a 9/1 are they getting paid more than they have earned?  That could be an issue if someone does not return for the new school year or it could certainly be an issue from the auditor's standpoint.

They will have some extra pay the first year (overlap), and if you ever decide to switch back they will have less pay, right?

Randy if you are considering paying August 1st one issue to consider is paying in advance of days earned.  All depends on actual first payroll date.

If you start paying on 8/1 the 9 month employees, then you will be paying them prior to their actual first work day which is probably later in August.  I would not recommend making this change for 9 month employees.

Be careful on this because you can't pay someone before they work. If they decide to quit after a week, you have paid them too much and will be responsible to recoup the funds.

Two things come to mind:

1. You will have to pay them in August for the old contract and in August for the new contract. Might cause a cash flow problem.

2. You might be paying employees before they actually are required to start working.

Big down would be your paying staff (9 month) before they have earned the money if you move them to 8/1

You could run into payroll ending /  beginning.  If changing a 9/1/ to 8/1 when is the last pay of the 9/1.....

So employees would start getting paid in August *before* actually working??

Your 7-1 people are probably being paid 7-1 through 6-30.

Moving them to an 8-1 start date would mean that for one year, they would receive no pay in July - OR - In preparation, you could stretch their pay over 13 month to get ready for the switch in the next year.

If you move 9/1 starts to 8/1 then you are paying people far in advance of working and may have issues for those that leave mid-year owing you money because they are paid ahead.  Does that make sense?  It may make more sense to make all contracts start on 9/1.  I understand what you are trying to do and over the years have thought it may simplify things to have one date but calendars and retirement reporting may cause you more grief.

By starting the 9 month employees pay on August 1, if someone were to resign mid-year, you have the greater potential for them being over paid.  When does your Open Enrollment for benefits take place, you may need to adjust it to coincide.  Most District's choose Sept 1 for contract start date and Open Enrollment start date.

Do you mean your are going to move your staff (support and teaching) that don't start working until the 1st day of school to a 8/1 start date and begin paying them with the 1st pay of August?  I can think a a lot of issue s this would create.

If you use 8.1 for your teachers, they will be prepaid.

I would watch out for paying people for time that they have not worked yet and then leaving the district prior to the school year starting.  Obviously for 12 month employees that would not be an issue, but I know that at Trimble, that is why we have several starting dates.

I have been aligning all of my 12 month contracts to the same dates as the have come up for renewal.  But those are all non- union positions for me.

If you start your teachers’ pay on August 1 they will be paid ahead of working. Not good!

You have to look at when they actually begin working under their new contract.  For example, the reason teachers and aides (9 month employees) have 9/1 starts is that you do not want to prepay on their contracts before they start working.  Heaven forbid someone leaves or dies, you will never recoup the money.  Administrators, by law have 8/1 starts.  The remaining 12 month employees always have a 7/1 start.

We have debated making some type of switch, as the school year seems to have migrated earlier and earlier.  The only thing I’ve been told to watch out for is paying employees that first pay potentially before school even starts and getting that payment back forbid they would quit before or not start work for the year.

You can’t pay people before they have earned it (worked). This would be a problem for the school year employees.