

*Childrearing Leave Compensation: Info From BUSD*

- For details regarding BFT Child Rearing Leave (CRL), refer to Article 12.4 of the BFT-BUSD Collective Bargaining Agreement and the Child Rearing Leave FAQ on the BFT website.
- STRS requires that school term certificated employees' pay to be reported between September and June. We actually pay your salary over a 12-month period. Because the July and August pay cannot be reported to STRS, the September to June pay is adjusted to meet STRS reporting requirements. In other words, your July and August checks will reflect no STRS deductions. When you are on CRL, your monthly STRS deductions will change.
- Salaried BFT members are employees on contract whose salary is divided into 12 equal payments, and the monthly warrants are not based on actual days worked per month. For the December warrant, for example, you are issued a full check, despite not working the full month.
- The monthly warrant amounts are calculated on the assumption that the employee will work all contracted days at the contracted FTE for the full year. When you are on CRL, your actual total workdays are reduced, your annual salary will be reduced, and your pay must be recalculated based upon the number of days you will actually work.
- During your days of CRL, you will receive 25% of your salary. These days must be consecutive with the arrival of the child. Once you return to duty from CRL, your ability to use CRL is exhausted.

For example, if you are contracted for 184 workdays and are out on CRL for 89 days, starting on December 1<sup>st</sup>, your pay may be as follows.

Days	Annual Gross Salary for 184 Days	Monthly Gross Salary	Per Diem Rate	Salary Reduction (75%) for 89 days of CRL	Actual Annual Salary	Sept – Nov (Regular Pay)	Salary Owed from Dec to Aug	Dec-Apr (CRL)	Dec-Aug Monthly Salary
184	\$60,609	\$5,050	\$329	\$329 X 89 CRL days X 0.75 = \$21,963	\$60,609- \$21,963 (CRL)= \$38,646	\$15,150	\$38,646 (actual annual salary)- \$15,150 (already paid)= \$23,496 (balance to be paid from Dec-Aug)		\$23,496/9= \$2,610

- In effect, during your CRL, you will be paid **more** than the 25% of your salary, and when you return from CRL, you will be paid **less** than 100% of your salary.
- During your 89 days of CRL, you will continue to receive the same level of District health benefits coverage as before you began CRL. To enroll your new dependent in your benefits plan, please register your dependent with the Benefits Department within 30 calendar days of the birth of your child.
- Enclosed you will find the Payroll Department's estimate of your pay during and after your CRL.