Payroll Creep Proposal

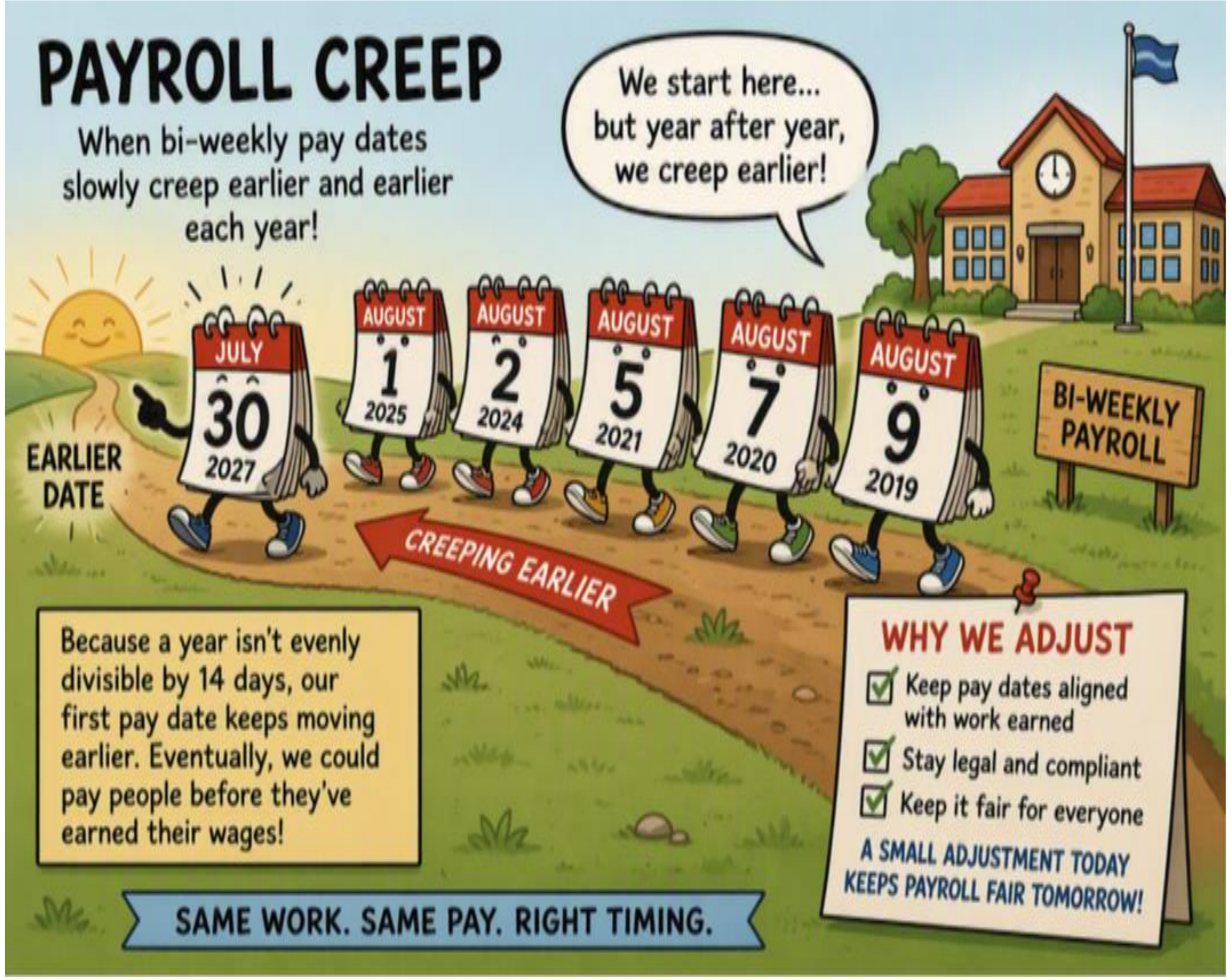
Same Work. Same Pay. Right Timing.

No Loss of Pay . No Salary Reduction . 10 Months to Prepare

Understanding a Payroll Schedule Adjustment

Definition

Payroll creep occurs because employees are paid biweekly, or every 14 days, but a calendar year is not evenly divisible into 14-day pay periods. Over time, the first payroll of each school year moves earlier and earlier. Eventually, employees could be paid before all corresponding workdays have been completed, requiring the district to adjust the payroll schedule.



Why are We Discussing this Now?

- Payroll Creep occurs naturally in bi-weekly payroll systems and must occasionally be corrected.
- We are providing notice 10 months in advance so employees have time to plan
- No employee will lose salary
- No employee's contract amount is changing

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Payroll Creep Dates

Contract School Year	First Pay of the New Contract
2016-2017	August 5, 2016
2017-2018	August 4, 2017
2018-2019	August 3, 2018
2019-2020	**August 9, 2019**
2020-2021	August 7, 2020
2021-2022	August 6, 2021
2022-2023	August 5, 2022
2023-2024	August 4, 2023
2024-2025	August 2, 2024
2025-2026	August 1, 2025
2026-2027	**July 31, 2026**
2027-2028	**July 30, 2027**

"In 11 years, the first payroll has shifted 10 calendar days earlier."

Pushed pay date back 1 week in 2019

Ran payroll on July 28th, 2026

Reason for Adjustment

- Without Adjustments, employees will be paid before they have earned their wages.
- Without adjustments, some employees may be overpaid, (if paid before work is done).
- Adjusting payroll date creep is essential to keep school payroll legal, fair, and aligned with contracts and regulations.
- Periodic adjustments are a normal part of bi-weekly payroll systems.

Options

1. Semi Monthly (5th & 20th) with Transition Year
2. Divide Contract Over 27 pays
3. Push All Pay Dates Out One (1) Week (Similar to fall 2019)
4. Skip a Pay

Semi-Monthly (5^{th} & 20^{th}) with Transition Year

PROS	CONS
Fixes issue indefinitely	Last paycheck for 26-27 pushed to 7/20/2026 (18 days between last pay instead of 14 days)
Fixed pays (2 pays per month)	No 3-pay months
Larger amount on paycheck	Culture shift on when employees receive paycheck
Annual salary stays the same	Overtime may take longer to appear on a paycheck because semi-monthly pay periods do not always line up with workweeks.
Efficient benefit processing	New and returning school-year employees may wait longer for their first paycheck.
Everyone on same pay schedule	
No change to how overtime is earned or calculated.	

Administration Recommendation

- Option 1 (Semi Monthly 5th & 20th) with Transition Year
- Reasons
    1. Most equitable for employees.
    2. Provides permanent solution.
    3. Minimizes disruption.
    4. Provides employees 10 months to prepare.

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Pay Comparison

26-27 Pay Schedule

Pay Period Begins	Pay Period Ends	# of Days Paid	Pay Dates
6/6/2026	6/19/2026	10	7/3/2026
6/20/2026	7/3/2026	10	7/17/2026
7/4/2026	7/17/2026	10	7/31/2026
7/18/2026	7/31/2026	10	8/14/2026
8/1/2026	8/14/2026	10	8/28/2026
8/15/2026	8/28/2026	10	9/11/2026
8/29/2026	9/11/2026	10	9/25/2026
9/12/2026	9/25/2026	10	10/9/2026
9/26/2026	10/9/2026	10	10/23/2026
10/10/2026	10/23/2026	10	11/6/2026
10/24/2026	11/6/2026	10	11/20/2026
11/7/2026	11/20/2026	10	12/4/2026
11/21/2026	12/4/2026	10	12/18/2026
12/5/2026	12/18/2026	10	*12/31/26
12/19/2026	1/1/2027	10	1/15/2027
1/2/2027	1/15/2027	10	1/29/2027
1/16/2027	1/29/2027	10	2/12/2027
1/30/2027	2/12/2027	10	2/26/2027
2/13/2027	2/26/2027	10	3/12/2027
2/27/2027	3/12/2027	10	3/26/2027
3/13/2027	3/26/2027	10	4/9/2027
3/27/2027	4/9/2027	10	4/23/2027
4/10/2027	4/23/2027	10	5/7/2027
4/24/2027	5/7/2027	10	5/21/2027
5/8/2027	5/21/2027	10	6/4/2027
5/22/2027	6/4/2027	10	6/18/2027
6/5/2027	6/18/2027	10	7/2/2027
6/19/2027	7/2/2027	10	7/16/2027

Transition Year
27-28 Semi-Monthly Pay Schedule

Pay Period Begins	Pay Period Ends	# of Days Paid	Pay Dates
6/5/2027	6/18/2027	10	7/2/2027
6/19/2027	7/6/2027	12	7/20/2027**
7/7/2027	7/23/2027	13	8/5/2027
7/24/2027	8/6/2027	10	8/20/2027
8/7/2027	8/22/2027	10	9/3/2027*
8/23/2027	9/6/2027	11	9/20/2027
9/7/2027	9/21/2027	11	10/5/2027
9/22/2027	10/6/2027	11	10/20/2027
10/7/2027	10/22/2027	12	11/5/2027
10/23/2027	11/6/2027	10	11/19/2027*
11/7/2027	11/21/2027	10	12/3/2027*
11/22/2027	12/6/2027	11	12/20/2027
12/7/2027	12/22/2027	12	1/5/2028
12/23/2027	1/6/2028	11	1/20/2028
1/7/2028	1/22/2028	11	2/4/2028*
1/23/2028	2/6/2028	10	2/18/2028*
2/7/2028	2/20/2028	10	3/3/2028*
2/21/2028	3/6/2028	11	3/20/2028
3/7/2028	3/22/2028	12	4/5/2028
3/23/2028	4/6/2028	11	4/20/2028
4/7/2028	4/21/2028	11	5/5/2028
4/22/2028	5/6/2028	10	5/19/2028*
5/7/2028	5/22/2028	11	6/5/2028
5/23/2028	6/6/2028	11	6/20/2028
6/7/2028	6/21/2028	11	7/5/2028
6/22/2028	7/6/2028	11	7/20/2028
7/7/2028	7/22/2028	11	8/4/2028*

Friday, 7/16/2027 pay date moved to Tuesday, 7/20/2027

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Payroll Creep FAQ

- Am I losing money?
  - No.
- Will my annual contract change?
  - No.
- Why can't we leave the system as it is?
  - Payroll dates continue moving earlier each year.
- Has this happened before?
  - Yes. A similar adjustment occurred in 2019.
- How much notice will employees receive?
  - Approximately 10 months.
- Can I adjust my direct deposits and deductions before implementation?
  - Yes.

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Questions & Feed Back

AVON COMMUNITY SCHOOL CORPORATION

SCHOOL FUNDING

EFFECTIVE JANUARY 1, 2019

FUNDING SOURCE

STATE FUNDING

LOCAL PROPERTY TAX (subject to tax caps)

LOCAL PROPERTY TAX (outside tax caps)