

Frequently Asked Questions (F.A.Q.)
Extended Year TA Annualized Salary and Payroll Information

What is an Extended Year Behavior Support Teaching Assistant (Extended Year BSTA)?

Extended Year TA is a job classification added to the BEA contract beginning July 1, 2021. Extended Year TAs start their work year in July with the summer Extended School Year (ESY) Program. The position is part of the Bedford Education Association (BEA) Education Assistant/Teaching Assistant contract.

What is the rate of pay?

The contractual rate of pay is based on a per diem amount determined by the BEA Contract. BSTAs also receive a stipend for the behavioral support work. Extended Year BSTAs receive a prorated stipend amount for the summer days, above the \$3,000 contractual stipend.

What is the work year of the Extended Year BSTA?

The work year starts with the summer Extended School Year (ESY) program and continues for the academic year September through June. ESY is typically offered for six weeks in July through mid-August. In summer 2022, the ESY program operates for 23 days. The total work year in Fiscal 2023 and school year 2022-23 includes a total of 213 days:

- 23 Summer ESY days
- 180 school days
- 4 preparation/professional development days
- 6 vacation days (in 2023-24, it will be 12 vacation days)

How are employees paid?

The contractual pay is based on a daily per diem rate. For Extended Year BSTAs, the total annual pay is the **summer portion plus the school year portion**. Two separate biweekly amounts are calculated for each portion. Both summer paychecks and school year paychecks are paid out in equal biweekly amounts, but the biweekly amounts are different in the summer and school year.

What is the biweekly pay amount to expect?

The biweekly amount during the school year is the **per diem rate** times **190 days** divided by **22 paychecks** and during the summer the biweekly amount is the **per diem rate** times **23 days** divided by **4 paychecks**.

EXAMPLE BIWEEKLY PAY based on a TA-1 in the 2022-23 pay scale per diem of \$145.62:

4 Summer Biweekly (23 days plus prorated BT stipend of \$375) = \$931.07 biweekly
PLUS (depending on electing 22 or 26 paychecks)

22 School Year Biweekly (190 days plus BT stipend of \$3,000) = 1,354.28 biweekly

OR PLUS

26 School Year Biweekly (190 days plus BT stipend of \$3,000) = \$1,145.93 biweekly

What is the total annualized salary for an Extended Year BSTA?

Based on the 2022-23 pay scale for a TA-1, the total pay for 213 days of work, plus the BT stipend is \$33,518.34.

Payroll Schedules

In general, instructional staff are paid on the "Teacher Payroll" and administrative staff are paid on the "Admin Payroll". The Teacher payroll is pre-processed in June for the months of July and August. The only active payroll in the summer is the Admin Payroll.

How does payroll work during the summer?

Extended Year BSTAs are paid for the summer portion of their salary on 4 summer payrolls as determined by the "**Admin Payroll**" Schedule. Again, this is the only payroll schedule available in the summer. The total of the 23 summer ESY days plus a prorated additional Behavior Technician stipend are divided equally between the 4 summer paychecks. No timesheets are required.

What if I miss days in the summer program?

An employees' sick and personal days are available for use during the summer.

How does payroll work for the school year?

Extended Year BSTAs are paid for the school year portion of their salary on 4 summer payrolls as determined by the "**Teacher Payroll**" Schedule. The total of the 190 contractual days plus the \$3,000 Behavior Technician stipend are divided equally by either 22 or 26 paychecks (as elected by the employee).

What happens if I elect 26 paychecks?

Electing 26 paychecks spreads 10 months of pay over 12 months. In FY23 and school year 2022-23, if you have elected 26 paychecks, you will continue to receive paychecks during summer 2023 for the remainder of the 2022-23 school year. Continuing employees will also receive the summer portion of their pay for ESY according to the Admin Payroll schedule. This means getting 8 versus 4 paychecks in July and August.

What happens if I elect 22 paychecks?

Employees will receive the school year portion during the 22 Teacher payroll dates starting in September. Employees will receive the summer portion of their pay in 4 payroll dates in July and August. They will receive 26 paychecks total.

Why is the summer pay and the school year handled differently?

There are several reasons that are both legal and administrative. Legally, employees cannot be paid in advance. If the summer and the school year pay were paid in equal biweekly amounts, this would result in a prepayment of earnings because of the gap in work days in August. Administratively, only the administrative payroll is available during the summer so Extended Year BSTAs need to be switched to this payroll in July and August.