



Atlantic City Education Association

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ACEA Members,

Every member of the ACEA will move up the salary guide each year of the contract and is owed 2 years of retroactive pay per the negotiated settlement. This is how to compute your retro pay. **Don't forget to calculate any longevity and/or educational credits you may have accrued as well.**

You will need the following information:

1. Base year (2018-2019) salary: _____
2. 2019-2020 salary: _____
3. 2020-2021 salary: _____

Step #1 Calculate your Year 1 retro amount

Find the difference between your 2019-2020 salary and your base year

$$\begin{array}{rcl} \underline{\hspace{2cm}} & - & \underline{\hspace{2cm}} = \$ \underline{\hspace{2cm}} \\ \text{2019-2020 salary} & & \text{base year salary} \hspace{10em} \text{year 1 retro} \end{array}$$

Step #2 Calculate the increase from 2019-2020 to 2020-2021

$$\begin{array}{rcl} \underline{\hspace{2cm}} & - & \underline{\hspace{2cm}} = \$ \underline{\hspace{2cm}} \\ \text{2020-2021 salary} & & \text{base year salary} \hspace{10em} \text{year 2 retro} \end{array}$$

Step #3 Add the three dollar values computed above to find your retro payment

$$\begin{array}{rcl} \underline{\hspace{2cm}} & + & \underline{\hspace{2cm}} = \underline{\hspace{2cm}} \\ \text{year 1 retro} & & \text{year 2 retro} \hspace{10em} \text{Retro Amount Owed} \end{array}$$

For example: A Custodian is on Step 2 during the 2018-2019 school year (\$34,211). Year 1 of the contract, they are on Step 3 (\$35,711), and Year 2, they are on Step 4 (\$37,533). This is how they would calculate their retro:

$$\begin{array}{rcl} \$35,711 - \$34,211 = \$1,500 \\ \text{year 1} \quad \text{base} \quad \text{year 1 retro} \end{array}$$

$$\begin{array}{rcl} \$37,533 - \$34,211 = \$3,322 \\ \text{year 2} \quad \text{base} \quad \text{year 2 retro} \end{array}$$

$$\$1,500 + \$3,322 = \$4,822 \text{ TOTAL RETRO AMOUNT}$$