



How will this affect 11 month employees?

On the current pay schedule, 11 month employees earn 2 paychecks per month for a total of 22 paychecks per year. The first paycheck for the fiscal year is issued on August 15th and the 22nd paycheck is issued on June 30th.
See fig. 1A below

On the new (Pay in Arrears) pay schedule, 11 month employees earn 2 paychecks per month for a total of 22 paychecks per year. The first paycheck for the fiscal year is issued on August 31st and the 22nd paycheck is issued on July 15th.
See fig. 1B below

Figure 1A: **Current 11 month Employee Pay Schedule (August 15 - June 30)**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
August		September		October		November		December		January		February		March		April		May		June	

Figure 1B: **New Pay Schedule (August 31 - July 15)**

What is happening here?

This is a **one-time delay** in pay to allow the schedule to shift.

FCPS is offering an **optional pay advance**. You must select your advance option in PeopleSoft Self-Service between 5/1/24 and 6/15/24.

If you are an 11 month employee and elect for an advance, the advance will be disbursed on 8/15/24

Will I have to pay back the advance?

Yes. The advance will be paid back over one (1) year and deducted incrementally from each of the twenty-two (22) pays. If you leave employment prior to the completion of the payback, any remaining balance due will be deducted from your final pay or you will receive an invoice.

See fig. 2 below for pay advance options.

Fig. 2: **Pay advance options**

Option	FASSE	FCTA	FCASA
1	\$500	\$1,000	\$1,000
2	\$750	\$1,500	\$1,500
3	\$1,000	\$2,000	\$2,000

Based on the advance option amount you select, the amounts below would be deducted per pay for 1 year.			
Options As detailed in Fig. 2	FASSE	FCTA	FCASA
1	\$22.73	\$45.45	\$45.45
2	\$34.09	\$68.18	\$68.18
3	\$45.45	\$90.91	\$90.91