

WHAT IS ANNUALIZATION SIMPLIFICATION?

LAUSD is in the midst of a campaign to improve the functions and formulas contributing to the payroll process. Annualization Simplification is but one piece of a multi-pronged effort to get the new system working as it should and as promised. The thrust of the simplification project is to align the District with what are known in the industry as "best practices."

Annualization Simplification primarily affects LAUSD's teachers though others may derive residual benefits as well. We anticipate rolling this new formula out on the August 5th Certificated payday. To ensure accuracy under the process the District will begin testing each "piece" of the program that makes up the payroll system to ensure that it will perform as expected by July 1, 2008, including successful implementation of the agreed upon changes for annualized pay.

Direct Benefits to LAUSD's Teachers:

- the new annualization formula is more transparent and more easily comprehended
- teachers will be paid their base salary table rate of pay in 12 pay checks of equal amounts beginning in July and ending in June *regardless* of the individual employee's workyear
- there will be constancy across all teacher pay schedules allowing for greater ease of movement
- teachers at schools that transition from year-round to traditional will no longer experience a break their pay schedule
- the new annualization information will be reflected on more user-friendly pay stubs that will be rolled out late this summer

Direct Benefit to the District:

- simplicity brings efficiency to the payroll system
- by simplifying annualization the District is able to reduce its natural error rate
- less confusion will mean less stress on timekeepers and less time lost at the Employee Service Center

We would like to thank United Teachers Los Angeles (UTLA) for joining with the District in this portion of the overall effort to better serve LAUSD's valued employees. Please look for forthcoming details about this important improvement to the new payroll system.