

Furlough/Salary Reduction Survey

The following survey was distributed via email to DPS staff members on Monday, March 29.

DPS is facing unprecedented budget cuts for 2010-11. On top of cuts made last year, the district is facing upwards of \$20 million in cuts from state and local funds. As the Board explores every option for these cuts, your immediate input is needed. Please complete the following survey so your views can be reflected in the Board's discussion. **Surveys must be completed by Thursday, April 1 for your input to be considered.**

It has been suggested that employees take furloughs and/or salary reductions in order to save teaching positions. It is important for employees to know that if the salary reduction is chosen, your salary is reduced, longevity is reduced and your retirement benefit could be lower if you are in your last 48 months before retirement. **This would become a permanent salary reduction.** A furlough, however, would be a one-time reduction that would NOT impact your retirement or longevity pay. The tradeoff is that teaching jobs could be saved. This would not restore any non-teaching positions slotted for reduction.

1. Do you favor taking a one-time, 2-day furlough in order to save 32 teaching positions? This will be 2 days off without pay.

Annual Salary	Monthly Salary	Monthly 1% Pay Reduction	1% Total Annual Pay Reduction Effect Including Longevity
35,000	3,500	35	350
55,000	5,500	55	550
75,000	7,500	75	750

2. Do you favor taking a permanent salary reduction to save teaching jobs? Note: if you choose yes, you will be given two options from which to choose. If you change your mind, you may always click the "back" button to return to this page and change your answer.

If yes, survey continues. If no, survey ends.

3. Please choose one of the following pay reduction options. Remember, if you decide that neither option is viable you may click the "back" button and change your answer to "no."
 - 5 percent salary reduction for all staff—saves 180 teaching jobs

Annual Salary	Monthly Salary	Monthly 5% Pay Reduction	5% Total Annual Pay Reduction Effect Including Longevity
35,000	3,500	175	1,776
55,000	5,500	275	2,791
75,000	7,500	375	3,806

- 7 percent salary reduction for all staff—saves 249 teaching jobs

Annual Salary	Monthly Salary	Monthly 7% Pay Reduction	7% Total Annual Pay Reduction Effect Including Longevity
35,000	3,500	245	2,487
55,000	5,500	385	3,908
75,000	7,500	525	5,329

Thank you message:

Thank you for your participation. Your responses will be reflected in the Board's discussions.

Please check the DPS Budget Website at www.dpsnc.net/budget for regular updates.