

STRETCH PAY for NPESC Full Time Employees

Stretch Pay means full time employees are paid over the summer, not just during the school year. Essentially individuals are paid all year round.

Full time NPESC employees are paid based on the total number of days they are hired for by contract. For example, Educational Assistants are paid for 188 days (182 work days and 6 holidays/7.5 hrs a day). The total pay for working 188 days is then divided by 26 total pay periods for an employee who works all school year.

The key for any new employee hired after the start of the year is the actual take home pay is reduced (prorated) based on the total number of days worked and the remaining pay periods left in the school year. The example above shows the “per pay” amount significantly reduced based on the employee’s hire date and total pay periods left in the year. The sample is gross pay before any deductions are made from taxes, health benefits, and any other required or elected deductions. See examples below:

**EXAMPLES**

**Sample stretch pay for employees who start at the beginning of the year**

Hourly Rate	Total Hours	Yearly Earned	Gross Per Pay (26 pays)
\$ 15.92	1410	\$ 22,447.20	\$ 863.35

**Sample Stretch Pay of employee starting January 4th**

Hourly Rate	Total Hours	Yearly Earned	Gross Per Pay (17 pays)
\$ 15.92	750	\$ 11,940.00	\$ 702.35

**Sample Stretch Pay of employee starting March 2**

Hourly Rate	Total Hours	Yearly Earned	Gross Per Pay (13 pays)
\$ 15.92	465	\$ 7,402.80	\$ 569.45

For questions, please contact Matt Bauer, Treasurer, at [mbauer@npesc.org](mailto:mbauer@npesc.org) or 419-627-3901.