

PITTSBURGH FEDERATION OF TEACHERS



Teachers/Professionals Tentative Collective Bargaining
Agreement between the
Pittsburgh Federation of Teachers
and the
Pittsburgh Board of Public Education

July 1, 2010, through June 30, 2015

Selected Key Components of this Five-Year Tentative Agreement

- ▽ **Five year agreement/July 1, 2010, through June 30, 2015**
- ▽ **Annual salary increases for all teachers at all steps/\$1,500 at top step annually/Increases to increments at each 1-9 step annually**
- ▽ **Full health care insurance with no new increases, no reductions for five years**
- ▽ **Post retirement health care continues for five years**
- ▽ **7 hour 16 minute day and 192 day work year continues unless employee chooses longer day and longer year for increased compensation**
- ▽ **No mandatory performance plan for teachers on the current salary schedule**
- ▽ **New Career Ladder Positions with compensation from \$9,300 - \$13,300 annually**
- ▽ **A volunteer pilot performance pay plan with up to \$8,000 bonuses annually**
- ▽ **Extra compensation for extra periods taught after school/\$3,500 for one class, \$7,000 for two classes**
- ▽ **Annual \$1,000 bonus for top step teachers each year District attains AYP**

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Attachments

Visit the PFT website at www.pft400.org for additional information on the following vital topics:

Attachment A: Recommended Qualifications and Selection Process for Career Ladder Roles

Attachment B: Impact of Absences, Other Mobility Circumstances, and Ratings on Bonuses

Attachment C: Calculation of a Sample PRC Cohort Bonus

Attachment D: Teacher Academy --- CRI Daily Teaching Schedule

Attachment E: Instructional Teacher Leaders 2 (ITL2s)



Pittsburgh Federation of Teachers

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A. Length of Agreement

This five year agreement will be in effect from July 1, 2010, through June 30, 2015.

B. Wages

1. All teachers and other employees who are on or reach the top step of the salary schedule shall receive a \$1500 increase each year of the tentative agreement.
2. In each year that the District attains AYP during this agreement, teachers at the top step will receive a \$1000 bonus.
3. Increments for Steps 1-9 will receive increases at each step annually over the course of the five years of the tentative agreement. Amounts of the increase are reflected in the salary schedules provided.

C. Health Care Benefits

All current health care benefits provided in the teachers medical insurance continue for the term of this tentative agreement without new cost to the employee or reduction or interruption of benefits.

D. Retirement Issues

1. Post Retirement health care insurance continues without interruption or reduction for the duration of this agreement.
2. Teachers who provide notice by January 15 of each year of the intent to retire at the end of the school year shall receive a \$500.00 supplement in their final pay.
3. Effective January 1, 2011, the Board and the PFT will implement an Enhanced TSA Severance Pay plan that utilizes a 403(b) structure to maximize tax savings and flexibility for retirees. This plan would replace the current Article 130, Severance Pay, Section 7, withdrawal options.

E. Students & Teachers Achieving Results (STAR) PPS School-Based Performance Pay Plan

PPS schools that create a culture of collective problem-solving in order to achieve significant gains in student achievement as compared to schools State-wide or, in the case of PPS secondary schools, demonstrate significant student growth, will be rewarded for those efforts in the District's STAR Schools Plan. District and PFT representatives, including practicing teachers, will engage in preparation and planning during the 2010-2011 school year for the launch of STAR Schools plan at the start of the 2011-2012 school year. Planning will encompass refinement of the provisions below, as well as implementation details. Preparation and planning will also occur to determine how to include the district's three special education center schools, Conroy, McNaugher, and Pioneer. Consideration will also be given for the inclusion of the Student Achievement Center in the STAR Plan.

Provisions:

1. The annual growth in student achievement of PPS schools will be compared, by level, to the growth of schools in Pennsylvania as verified annually by the PA Department of Education. PPS schools that fall within the top 15% of the rank-ordered PA schools for growth, by level, will receive a school team bonus to be distributed to PFT-represented staff. In the case of secondary schools, significant student growth will be determined by multiple measures and may be based on relative growth.
2. STAR school staff may provide consultation in subsequent years to other schools attempting to achieve similar results.
3. It is the intention of the STAR Schools plan to reward at least eight (8) schools a year. Accordingly, if there are fewer than eight (8) schools in the top 15% of State-wide growth, then PPS school(s) up to that number will be identified in order of student growth, as long as such schools are within the top 25% of growth in the State, by level. Schools identified in this manner may receive a pro-rated bonus to distribute.
4. The total STAR School team bonus will be determined by the sum of:
 - The number of PFT-represented fulltime professional staff X \$6000
 - The number of PFT-represented paraprofessionals and technical-clerical personnel X \$2000
 - The number of PFT-represented professionals who are assigned to the school for at least one (1) day will be added using the following pro-rated amounts:
 - 1 day per week - \$1200
 - 2 days per week - \$2400
 - 3 days per week - \$3600
 - 4 days per week - \$4800
 - 5 days per week - \$6000
5. The following template is provided as a model that STAR Schools may follow to distribute the school team bonus (identified in number 4 of this section):
 - PFT-represented fulltime professionals will receive \$6000
 - PFT-represented paraprofessionals and technical clerical will receive \$2000.
 - PFT-represented professionals who are assigned to the building for at least one (1) full day will receive a pro-rated amount as follows:
 - 1 day per week - \$1200
 - 2 days per week - \$2400
 - 3 days per week - \$3600
 - 4 days per week - \$4800
 - 5 days per week - \$6000

VIEW

6. If a STAR School prefers to distribute an anticipated bonus differently than set forth above, the school leadership team may prepare a proposed distribution method and submit such distribution method to PEP by November 1 of each year. The PEP Steering Committee will notify the STAR school whether or not the proposed distribution method is approved. The presumption will be to approve proposed distribution methods unless a good faith concern is present. If a proposed distribution method is not approved, an alternate plan may be brought forward from the STAR school within 30 days of the rejection or the school may use the “standard” distribution plan set forth above.
7. During the 2010-2011 school year, a team of six center school teachers and three administrators, along with technical assistance from a number of outside agencies, will convene in order to plan a system by which our three PPS center schools (Conroy, McNaugher and Pioneer) can be included in this school-based program. This program will focus on measurable gains in student achievement, job and life planning, and placement and collaborative efforts with families and communities.

F. VIEW (Voluntary Incentive Earnings at Work) from Pittsburgh Pay Program for Current Teachers in Positions Requiring Certification and Employed as of June 30, 2010

Following an exhaustive review of individual performance pay plans across the country, it is clear that policy is most definitely ahead of the research in the individual performance pay arena. Therefore, the VIEW from Pittsburgh Pay Program will be a voluntary program for current teachers. During the 2010–2011 school year, a team of twelve teachers and two administrators will work together after school hours to study individual performance pay programs and to refine the pilot Pittsburgh VIEW Pay Program. VIEW design team members will be chosen through nomination of teachers from schools and all school levels will be represented. PFT participants will receive a stipend for their involvement. The VIEW Pay Program must be a thoughtful and long-term project planned and launched by our own teachers with District support over a carefully scheduled and monitored time line. If more than the maximum number of teachers volunteer to participate in the pilot program, a random selection of volunteers will take place.

Teachers at the top of the salary schedule who choose to participate in and are selected for the limited pilot plan will relinquish the negotiated increment at the top of the salary schedule. In place of those increments, 40% of the bonus will roll to the base salary schedule annually. For tenured teachers on internal steps of the salary schedule, step advancement will continue, and no portion of the earned bonuses would roll to the salary step.

At the conclusion of the pilot VIEW Pay Program, participating teachers will have the option of continued participation in the plan or returning to the traditional salary schedule. Teachers returning at the top of the scale will retain the earned portions of the bonus identified as increment. Teachers on internal steps of the salary schedule will continue step advancement on the schedule. Pilot participants may continue or exit at the end of the pilot. Those entering the successor plan to the pilot will not be permitted to opt out.

The range of the VIEW Pay Program bonus will be up to a maximum of \$8,000 per volunteer annually.

2011-2012 School Year

Up to 75 PPS teachers will volunteer to participate in the pilot program that is developed. The 14-person design team will troubleshoot and provide oversight.

2012-2013 School Year

In the 2012-2013 school year, the number of teachers will increase to 125 piloting the program. The 75 from the 2011-2012 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight.

VIEW2013-2104 School Year

In the 2013-2014 school year, the number of teachers will increase to 175 piloting the program. The 125 from the 2012-2013 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight.

2014-2105 School Year

In the 2014-2015 school year, the number of teachers will increase to 225 piloting the program. The 175 from the 2013-2014 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight. The scope and criteria for individual performance pay beyond the pilot will be confirmed with input from the planning team during the final year of the pilot.

The template for the VIEW Pay Program is as follows:

SECTION 1

MANDATORY COMPONENT

Demonstration of Student Growth through Value Added Measures or Student Learning Outcomes

If a teacher chooses to participate in the VIEW Pay Program, he/she must demonstrate the ability to grow student achievement. Teachers in all subject areas will be eligible to volunteer. For teachers who teach core subjects, a value-added model of calculating student achievement will be available to them. For those teachers who do not have such testing data available to them, Student Learning Outcomes will be designated by the VIEW Pay Program design team (composed of fourteen teachers and two administrators.) Student Learning Outcomes are defined as "explicit statements describing knowledge, skills, abilities, and attitudes that a student will be able to demonstrate at the end (or as a result) of his or her engagement in a particular lesson, course, or program."

SECTION 2

CHOICE COMPONENTS

Teachers will have the option to choose one option from each of the following categories. The VIEW Pay Program Design Team will have the ability to change, shorten, or add to the following template during the 2011-2012 planning year:

EXEMPLARY TEACHING PRACTICE

CHOOSE ONE

(actual choices to be determined and defined)

1	Redefined Learning Walk Team Visits/Observation Scores
2	Rise Rubric Review
3	Distinguished Accomplishment in Supported Growth Year
4	Instructional Technology Recommendation for a Career Ladder Position
5	Demonstrated Knowledge and Understanding of Student Data and Its Capabilities in Student Growth
6	Local, State or National Recognition or Award Based on Exemplary Teaching Skills or Practices

VIEW**COLLABORATIVE LEADERSHIP****CHOOSE ONE**

(actual choices to be determined and defined)

1	Peer Reaction and Recommendations
2	Additional Building Level Responsibilities and Roles
3	Exemplary Practices in Collaborative Efforts
4	Student/Parent Satisfaction/Reaction Survey
5	Paperwork Effectiveness and Accuracy Review
6	Innovative Programs Linking Classroom and Community

EXTENSIONS OF PROFESSIONALISM**CHOOSE ONE**

(actual choices to be determined and defined)

1	Professional Development Hours Accrued after School Hours
2	Providing Professional Development in School or in Other District Settings that Leads to Development of or Continuous Improvement in District Initiatives
3	Providing Professional Development at the State or National Level Focusing on School Based Gains in Student Achievement or Best Practices Exemplifying District Initiatives
4	Published Piece in a Professional Publication Documenting Work Focused on Student Gains and School or District Initiatives
5	Leadership Role or Documented Active Participation in Educational Organization at the Local, State or National Level

G. AYP Bonus

In each year that the District attains AYP during this agreement, teachers at the top step will receive a \$1000 bonus.

H. Enrichment Period (EP) Teachers

- Teachers who opt to teach and are offered one (1) or two (2) additional classes falling outside the normal teacher work day shall receive the following Enrichment Period (EP) teacher stipend as follows:

EP 1 (teaches 1 extra class): \$3500
 EP 2 (teaches 2 extra classes): \$7000

These extra periods may come about because a school chooses to offer additional courses beyond the normal school day, thus elongating the student day or because the school is on a shift schedule and the teacher does not shift, but teaches one (1) or two (2) additional periods beyond the basic teacher work day. An Enrichment Period shall be a one hour period that meets Monday through Thursday weekly.

Career Ladder

2. Prior to the development of agreed upon measures of effective teaching for the purposes of selection of EP teachers, interim criteria for the selection of these teachers shall consist of an application, an interview, and a portfolio review. Preference will be given to qualified teachers who teach in the school where the enrichment period(s) is being offered.
3. It is agreed that the District shall have the right to hire supplemental teachers to teach individual courses, likely scheduled at the conclusion of the traditional school day, in subject areas where there is a desire for certain course offerings, such as foreign language, but barriers exist to scheduling such courses within the traditional school day. Any teachers hired solely for such supplemental class offerings will not supplant PFT-represented teachers and will be used only after it has been determined that PFT-represented teachers are unavailable or unable to teach such classes. Such teachers will be represented by the PFT.

I. Career Ladder Provisions

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Career Ladder positions will be a promotional opportunity for teachers based on Career Ladder selection criteria and process. In all cases, such teachers will have a proven record of advancing student learning, possess appropriate certification, and have teaching experience commensurate with individual Career Ladder role requirements. They will receive additional compensation, as well as additional responsibilities and status. Right of return is not applicable.
2. Teachers may apply for several Career Ladder positions, but they may only hold one (1) position at a time.
3. Career Ladders positions will have Career Ladder differentials for the responsibilities associated with the roles. Annual differentials for Career Ladder positions are as follows:

\$13,300 Clinical Resident Instructors (207 workdays/eight hour day)
 \$12,200 Turnaround Teachers (198 workdays/eight hour day)
 \$11,300 ITL2s (202 workdays/eight hour day)
 \$ 9,300 Learning Environment Specialists (197 workdays/eight hour day)
 \$ 9,300 Promise Readiness Corps (197 workdays/eight hour day)
 (+ Cohort Bonus)

4. All Career Ladder positions will have a term of three (3) years, except for the PRC where the term will be two (2) years encompassing the 9th to 10th grade loop. Voluntary transfers during the Career Ladder term will not be honored.
5. A fifth domain of the RISE Rubric, containing the leadership qualities and role responsibilities specific to Career Ladder roles, will be developed collaboratively by the RISE Design Team. Principals will use the "Five Domain Rubric" to evaluate the performance of Career Ladder teachers in their buildings. During supported growth years, only the fifth Career Ladder Domain will be used for the formal evaluation process. Career Ladder teachers must have a preponderance of proficient and distinguished performance in the fifth domain in order to continue, from one year to the next, in a Career Ladder Role. Career Ladder teachers not meeting this standard for continuance will be considered as displaced teachers in order to obtain a position for the subsequent school year.
6. Career Ladder teachers who wish to continue in the role for a subsequent term and who have met the expectations and standards for the position, including the maintenance of the effective status, must confirm a desire to fulfill a new term in order to continue.

Seniority - Career Opportunities

7. In order to accommodate Career Ladder positions, vacancies at the school occurring through attrition will not be filled. If additional openings are necessary to accommodate the placement of Career Ladder positions, they will be obtained through the offer of involuntary transfers for current teachers at the school (accepted in reverse building seniority order i.e., most senior first). Any remaining positions needed would occur through the use of building seniority displacements.
8. All Career Ladder roles will have an eight hour day. The eight hour day may be implemented flexibly depending on the career ladder role responsibility.

J. Seniority Issues Related to Career Opportunities

1. Specific seniority-related provisions for each Career Ladder position are as follows:
 - a) **Promise Readiness Corps (PRC)**
Special category seniority will be established for the PRC Career Ladder positions within buildings. The special category seniority will not be applicable across school buildings. Reductions in force within a high school will be specified as occurring within the PRC Career Ladder Corps or within the non-PRC teaching staff. System seniority shall be applied in the case of furloughs. All PRC teachers are considered full PRC teachers (i.e. 60% of teaching schedule or 3/5 periods or 50% of teaching schedule if 3/6 periods). Beginning in the 2011-2012 school year, Career Ladder PRCs will not have building seniority but will have special category seniority. Teachers who are selected for the PRC career ladder role for the 2012-13 school year will receive one (1) year of special category seniority for the 2011-12 school year.
 - b) **Clinical Resident Instructors (CRIs)**
The CRIs at the Teachers Academies will have special category seniority by school. Reductions in force, if necessary, will occur by special category seniority within the CRI pool and by building seniority within the resident staff. All teachers at the Academies will be considered teachers at a new school and have special category and (resident) teacher building seniority applied accordingly. Should the application of this separate "certification/seniority" for CRIs cause the layoff of any teacher with more seniority, who otherwise would have displaced a CRI, such teacher(s) will be placed in a full-time substitute position (or equivalent temporary position) without a change in salary or a break in service.
 - c) **Instructional Teacher Leaders II (ITL2s)**
ITL2s will have special category seniority, by certification, District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years, the number of ITL2s in the District may be adjusted in response to enrollment changes, etc.
 - d) **Learning Environment Specialists (LESs)**
LES will have special category seniority, by certification, District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years, the number of LES in the District may be adjusted in response to enrollment changes or other factors.
 - e) **Turnaround Teachers (TATs)**
TATs will have special category seniority District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years the number of TATs may be adjusted in response to enrollment changes, etc.
2. **Additional Seniority Considerations**
 - a) The language of Article 30, Section 12.c, shall be observed for teachers who are displaced from Career Ladder positions. A displaced Career Ladder teacher's seniority shall revert to the building seniority he or she possessed prior to his or her movement to the Career Ladder position. A teacher displaced from his or her Career Ladder position shall not have right of return.

CRIs

- b) In the event of school closings, Career Ladder teachers will be considered as displaced teachers but will have first right to any vacancies which occur in the Career Ladder role from which they were displaced due to school closings.
- c) If a career ladder teacher is displaced from a school due to a reduction in force, then he or she will have a right to fill a vacancy at the school for which he or she is qualified as an involuntary transfer, but may not cause an existing teacher to be displaced.
- d) At the end of a Career Ladder term, if the professional chooses not to continue in the Career Ladder position, he or she will have a right to fill any vacancy for which he or she is qualified at the school as a voluntary transfer but may not cause an existing teacher to be displaced. If there is not a vacancy at the school or if the professional chooses not to remain at the school, he or she will have the rights of a displaced teacher.
- e) It is intended to have a PRC at the High School Teachers Academy. If it is possible, it will be a looping PRC. If not, it will provide teaming and advising. CRIs may not also be PRC Career Ladder teachers. Implementation details regarding a PRC at the Academy will be developed by the PFT and PPS.

K. Clinical Resident Instructors (CRIs)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Clinical Resident Instructors will be effective teachers chosen to be faculty at the Academy who will teach a reduced course-load and serve as mentors and instructional coaches to new and experienced teachers.
2. Clinical Resident Instructors (CRIs) will work fifteen (15) additional days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
3. CRIs will work an eight hour day.
4. Professional development delivery or participation beyond the eight hour work day will be compensated at workshop rate or the existing rate for those leading professional development.
5. CRIs will have a summative role in the evaluation of new teachers.
6. CRIs will participate in pre and post visit conferences with the building principal at the beginning and end of the six (6) week emersion for experienced teachers and provide formative feedback that does not carry weight in a RISE summative evaluation.
7. The ITL2s at the Academies will have a modified role to ensure that it does not overlap with the CRI role responsibilities. There may be fewer ITL2s at the Teachers Academies.
8. Certified new teachers who attend the Academies will have an eight hour work day but shall not receive the Extended Day Differential. Visiting teachers will have a 7 hour 16 minute work day unless they have an eight hour work day at their home school and will fulfill those responsibilities to the extent possible from the Academy.
9. Certified new teachers who attend the Academies will be required to attend an up to five (5) week summer induction paid at workshop rate.
10. Certified new teachers who do not attend the Academies will work a seven (7) hour 16 minute day and will be ten (10) month employees who will attend an up to five (5) week summer induction program paid at workshop rate.

ITLs
PRC

11. Alternative certification candidates attending the Academies will be paid a first year teacher salary, but will be required to work a full school year plus up to ten (10) weeks of summer induction.

L. Instructional Teacher Leaders 2 (ITL2s)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Secondary ITL2s will be effective, content-expert (Science, Math, Social Studies, ELA) teachers in 6-12 and 9-12 schools who formatively evaluate content peers in their school, design and deliver customized PD based on formative evaluations, and summatively evaluate content peers in other schools.
2. K-8 ITL2s will be effective teachers who support interventions, formatively evaluate peers in their school, and summatively evaluate peers in other schools focused predominantly on literacy and math.
3. ITL2s will provide formative evaluations within their own building in the context of the coaching relationship.
4. Following the initial year of the start of the Career Ladder position, ITL2s will assume summative evaluation responsibilities for teachers within the ITL2s area of expertise within the established clusters of similar schools.
5. A sample ITL2 teaching schedule by school configuration can be viewed at pft400.org.
6. All ITL2s will work an eight (8) hour day.
7. All ITL2s will work ten (10) additional days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
8. ITL2s will not: serve as responsible teacher, serve as an activity coordinator, assign coverages, schedule parent-teacher conferences for other teachers, mediate teacher-to-teacher conflicts, mediate teacher-to-administrator conflicts or serve as an administrative assistant.
9. An annual peer review of an ITL2 will be conducted by his/her respective teachers for the ITL2's use.
10. Current ITLs will be identified as ITL1s and will continue in their established roles and to receive their stipends until June, 2012. Upon implementation of Career Ladder ITL2s, some ITL1s will continue, if selected through the current process, and will earn the current ITL differential.
11. ITL2s will begin their Career Ladder role in the 2012-2013 school year. ITL1 positions will remain in content areas not addressed by the ITL2 position.

M. The Promise-Readiness Corps (PRC)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. PRC's will be teams of 6-8 effective and motivated teachers, (linked with approximately 100-120 9th and 10th grade students in a cohort) who will provide intensive, hands-on academic and personal support in 9th grade, then follow students to 10th grade in all 9-12 High Schools.
2. The PRC in a school will consist of one or more teams of teachers, counselors, and social workers, who utilize looping, teaming, and advisory as support for an assigned cohort of students to the 11th grade Promise-Ready, as measured by student academic achievement, attendance and course credits earned.

PRC

3. The following shall apply to the PRC Career Ladder role responsibilities of looping, teaming and advising:
 - a. Teachers in the PRC will loop from the 9th to 10th grade.
 - (1) Any daily teaching schedule adjustments in order to accomplish this will be made using provisions currently in the collective bargaining agreement.
 - (2) Efforts will be made to minimize the number of courses for which the PRC teacher must prepare.
 - b. PRC teachers will work an eight (8) hour day. The additional time will be used for teaming and collaboration and will be added to the beginning of the teacher work day.
 - c. For the purpose of a minimum implementation of the advisory component:
 - (1) Each cohort subgroup shall have a maximum of twenty (20) students per PRC teacher.
 - (2) Each PRC teacher shall meet with his/her students a minimum of twice per week.
 - (3) The advisory meetings may involve whole group, small groups, or individuals.
 - (4) Advisory time may take place during a PRC teacher's duty period.
4. In order for a PRC teacher to earn a PRC teacher Career Ladder differential, a minimum of the teacher's assignment must be 60% in the PRC or 50% if the teacher has an exceptional schedule. Counselors and Social Workers will not receive the PRC teacher Career Ladder differential but shall be eligible to receive a PRC cohort bonus.
5. The following shall apply regarding the PRC cohort bonus:
 - a. The bonus will use value-added modeling (VAM) of a team's contribution to student progress over the two (2) year looping cycle. The bonus will be based on better than expected results in student academic achievement, attendance and course credits earned. A calculation of a sample two-year cohort bonus is provided as an attachment.
 - b. A cohort bonus can be earned by the members of the PRC and other teachers who teach a minimum of 60% 9th and 10th grade classes or 50% 9th and 10th grade classes if they have an exceptional schedule.
 - (1) The cohort bonus will be an amount per person, pro-rated consistent with the cohort bonus formula.
 - (2) All PRC teachers can earn up to 100% of the calculated bonus pro-rated based on the percent they teach in the 9th and 10th grade.
 - (3) All non-PRC teachers can earn up to 50% of the calculated bonus pro-rated based on the percent they teach in the 9th and 10th grade.
 - (4) Increased student-to-teacher ratio can result in a proportionally higher earned bonus.
 - c. Voluntary or involuntary leaves of absence (LOA) will affect the cohort bonus amount according to the LOA provisions in this agreement.
 - d. Teachers will receive a pro-rated cohort bonus when a loop is disbanded involuntarily. The bonus will be calculated based on where the students are at the completion of their 9th grade year in the event of a school closing or other major disruption after one (1) year of the loop.
 - e. The cohort bonus potential earning cycle will start the year that a team of teachers is assigned to their 9th grade student cohort.
 - f. The earned cohort bonus will be paid out in a lump sum during the first semester of the school year following the completion of the two (2) year looping cycle. Payment will be made in a separate check to eligible active or retired employees.
 - g. The earned cohort bonus will be paid every two (2) years.

**Turnaround Teachers
Learning Environment Specialist**

6. Each PRC team will have an annual assessment to evaluate group effectiveness, considering evidence of student growth and other measures, in order to improve team success in subsequent years.
7. Any PRC teacher who receives an unsatisfactory rating will not be eligible to receive a cohort bonus and will not be allowed to continue as a member of a PRC team.
8. The provisions above shall apply to non-Career Ladder PRC teams during the 2010-11 and 2011-12 school years. Additionally, the following will apply:
 - a. The PRC Career Ladder differential will not be paid to non-Career Ladder PRC teachers.
 - b. Teachers participating in the PRC during the 2010-11 and 2011-12 school years are making a two-year commitment and thus are not eligible for applying for any Career Ladder opportunity for the 2011-12 school year or any voluntary transfer.
 - c. Teachers who are selected for the PRC Career Ladder role for 2012-13 school year will receive one (1) year of special category seniority for the 2011-12 school year.
 - d. Any earned cohort bonus calculated for the combined 2010-11 and 2011-12 school years will be doubled.
 - e. The building seniority of any teacher who is not selected for a Career Ladder role for the 2012-13 school year will not be affected by his/her participation on the PRC during the 2010-11 and 2011-12 school years.

N. Turnaround Teachers

1. Turnaround Teachers will be teachers, effective in both content delivery and student engagement, deployed to be cultural change agents in low-performing classrooms for 3 year assignments in K-5, K-8 and middle schools.
2. The normal four member Turnaround Teacher team will be filling three (3) teaching positions at the school of assignment.
3. Turnaround Teachers shall be relieved from duty assignments in order to provide for planning time.
4. Turnaround Teachers will serve on school leadership teams.
5. Turnaround Teachers will work an additional six (6) days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
6. Turnaround Teachers will work an eight (8) hour day.

O. Learning Environment Specialist (LES)

1. Each LES will be an effective teacher with strong classroom management skills, demonstrated interpersonal skills, and respect of peers and administrators.
2. The LES will work an additional five (5) days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
3. The LES will work an eight (8) hour day and will teach no less than two (2) periods and no more than four (4) periods a day.

4. The LES will work in high-needs schools (defined by school data).
5. The LES will participate on school based teams (i.e. SAP/Core Teams, Discipline Committee) to ensure that TLE school based goals and objectives are being met. May lead certain teams as necessary.
6. The LES will help teachers improve their teaching practice through modeling and/or guidance.
7. The LES will review school data on a monthly basis to indentify training and support needs.
8. The LES will participate in training opportunities (during summer months if possible) to be up to date on current techniques in student behavior management and other related topics.
9. The LES will work closely with the Teaching and Learning Environment leadership team to design and implement school-based strategy.
10. The LES will provide work with Student Service staff to assist in providing professional development sessions for teachers on specific classroom organization, behavior management, and other related strategies.

P. Focus on Transfer Opportunities for Early Childhood Level II and Level III Teachers

In recognition of the certification requirements, curricular responsibilities, and the tenure milestone, the opportunity for transfer of a teacher in the Early Childhood program to a school age (K-12) position will be subject of a District/PFT focus group during the 2010-2011 school year. This group shall make recommendations for implementation in the 2011-12 school year.

Q. High School Start Times

Effective no later than the start of the 2011-12 school year, some, or all, high schools shall have an adjusted starting time for teachers and students so that teachers with extended day responsibilities may fulfill those responsibilities prior to the start of the student day, thus allowing for a common end to the teacher workday. This will permit Career Ladder teachers, and others working an eight (8) hour day, to also serve as athletic coaches, club sponsors, and in other positions that extend beyond the normal school day.

R. Separate Checks for Coaches and Discussion of ePay

It is the intention of the parties to pay athletic coaches and PRC bonuses in a separate check. In addition, the parties recognize the value of implementing more effective and environmentally responsible methods of providing payroll stubs. Accordingly, the parties will meet to discuss possible implementation of ePay.

Salary Schedules and Step 10a to 10b transition

Annual salary increases are in place for every step of every salary schedule in the Professionals' Collective Bargaining Agreement. Movement from step 9 to step 10a and then to 10b occurs in the same manner as in the previous contract. A teacher who moves from step 9 to step 10a will remain at 10a for six months of the work-year before moving to step 10b. For Example, If a teacher had been at step 10a for three working months when the current contract ends, then that teacher has only three working months remaining before moving to step 10b in the new contract.

S. Complete Salary Schedules

Bachelors's Degree

	June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1-	37,120 →	37,620 →	38,120 →	38,620 →	39,120 →	39,620	
2-	38,850 →	39,350 →	39,850 →	40,350 →	40,850 →	41,350	
3-	40,300 →	40,800 →	41,300 →	41,800 →	42,300 →	42,800	
4-	41,620 →	42,120 →	42,620 →	43,120 →	43,620 →	44,120	
5-		43,570 →	44,070 →	44,570 →	45,070 →	45,570	9,870 / 26.59%
6-		44,990 →	45,490 →	45,990 →	46,490 →	46,990	9,450 / 24.32%
7-		46,300 →	46,800 →	47,300 →	47,800 →	48,300	9,350 / 23.20%
8-		47,650 →	48,150 →	48,650 →	49,150 →	49,650	9,510 / 22.85%
9-		49,130 →	49,630 →	50,130 →	50,630 →	51,130	66,475 / 93.41%
10a					65,575 →	83,300	38,810 / 87.23%
10b					81,800 →	83,300	37,500 / 81.88%
10a					64,675 →	83,300	36,150 / 76.67%
10b					80,300 →	83,300	34,670 / 71.29%
10a					80,300 →	83,300	7,500 / 9.89%
10b					80,300 →	83,300	

¹Total increase represents annual increment(s) and/or salary increase.

Advanced Study Credit
 Bachelor's + 10 Credits → \$ 300
 Bachelor's + 20 Credits → \$ 500

Salary Schedules
Master's Degree

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits

June 2010 September 2010 September 2011 September 2012 September 2013 September 2014 Total Increase¹

1- 39,210	→	1- 40,210	→	1- 40,710	→	1- 41,210	→	1- 41,710		
2- 41,110	→	2- 42,110	→	2- 42,610	→	2- 43,110	→	2- 43,610		
3- 42,800	→	3- 43,800	→	3- 44,300	→	3- 44,800	→	3- 45,300		
4- 44,100	→	4- 45,100	→	4- 45,600	→	4- 46,100	→	4- 46,600		
5- 45,500	→	5- 46,500	→	5- 47,000	→	5- 47,500	→	5- 48,000		
6- 47,430	→	6- 48,430	→	6- 48,930	→	6- 49,430	→	6- 49,930	10,220 /	26.06%
7- 48,670	→	7- 49,670	→	7- 50,170	→	7- 50,670	→	7- 51,170	9,560 /	23.25%
8- 49,920	→	8- 50,920	→	8- 51,420	→	8- 51,920	→	8- 52,420	9,120 /	21.31%
9- 51,290	→	9- 52,290	→	9- 52,790	→	9- 53,290	→	9- 53,790	9,190 /	20.84%
10a 65,945	→	10a 66,845	→	10a 67,745	→	10a 68,645	→	10a 69,545	41,800 /	91.87%
10b 81,300	→	10b 82,800	→	10b 84,300	→	10b 85,800	→	10b 87,300	40,370 /	86.02%
10- 79,800	→	10- 82,800	→	10- 84,300	→	10- 85,800	→	10- 87,300	39,130 /	81.23%
									37,880 /	76.65%
									36,510 /	71.88%
									7,500 /	9.40%

Advanced Study Credit

Master's/M Equivalent + 10 Credits	---	\$ 300
Master's/M Equivalent + 20 Credits	---	\$ 500
Master's + 30 Credits	-----	\$ 700
Master's + 40 Credits	-----	\$ 900
Master's + 50 Credits	-----	\$1,100
Master's + 60 Credits	-----	\$1,300
Doctorate	-----	\$1,600
NBPTS Certification	-----	\$4,600

¹Total increase represents annual increment(s) and/or salary increase.

① Certain Earned Doctorates stay at \$2000/year.

Salary Schedules
Counselors

Counselors Salary Schedule

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
					1- 42,010	
			1- 41,010 →	1- 41,510 →	2- 43,910	
			2- 42,910 →	2- 43,410 →	3- 45,600	
		1- 40,510 →	3- 44,600 →	3- 45,100 →	4- 46,900	
		2- 42,410 →	4- 45,900 →	4- 46,400 →	5- 48,300	
		3- 44,100 →	5- 47,300 →	5- 47,800 →	6- 49,730	10,220 / 25.87%
		4- 45,400 →	6- 48,730 →	6- 49,230 →	7- 50,970	9,560 / 23.09%
		5- 46,800 →	7- 49,970 →	7- 50,470 →	8- 52,220	9,120 / 21.16%
		6- 48,230 →	8- 51,220 →	8- 51,720 →	9- 53,590	9,190 / 20.70%
		7- 49,470 →	9- 52,590 →	9- 53,090 →	10a 69,845	41,800 / 91.27%
		8- 50,720 →	10a 68,045	10a 68,945	10b 87,600	
		9- 52,090 →	10b 84,600	10b 86,100	11- 87,900	40,670 / 86.11%
		10a 67,145	11- 84,900 →	11- 86,400 →	12- 88,200	39,730 / 81.97%
		10b 83,100	12- 85,200 →	12- 86,700 →	13- 88,500	38,780 / 78.00%
		11- 83,400 →	13- 85,500 →	13- 87,000 →	14- 89,100	38,010 / 74.40%
		12- 83,700 →	14- 86,100 →	14- 87,600 →	14- 89,100	9,000 / 11.24%
		13- 84,000 →	14- 86,100 →	14- 87,600 →	14- 89,100	8,700 / 10.82%
		14- 84,600 →	14- 86,100 →	14- 87,600 →	14- 89,100	8,400 / 10.41%
		14- 84,600 →	14- 86,100 →	14- 87,600 →	14- 89,100	8,100 / 10.00%
		14- 84,600 →	14- 86,100 →	14- 87,600 →	14- 89,100	7,500 / 9.19%

¹Total increase represents annual increment(s) and/or salary increase.

*Counselors work year is either 195 days (192 days + 3 additional pro-rata-paid days --- elementary and middle school counselors) or 202 days (192 days + 10 additional pro-rata-paid days --- high school counselors). The seven (7) additional workdays for high school counselors will commence for the 2004-05 school year. The counselors workday continues to be eight (8) hours.

Salary Schedules
Psychologists

Psychologists Salary Schedule

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 45,800 →	2- 47,730 →	3- 49,470 →	4- 51,220 →	5- 53,090 →	6a 69,845 6b 87,600	41,800 / 91.27%
2- 47,230 →	3- 48,970 →	4- 50,720 →	5- 52,590 →	6a 68,945 6b 86,100	7- 87,900	40,670 / 86.11%
3- 48,470 →	4- 50,220 →	5- 52,090 →	6a 68,045 6b 84,600	7- 86,400 →	8- 88,200	39,730 / 81.97%
4- 49,720 →	5- 51,590 →	6a 67,145 6b 83,100	7- 84,900 →	8- 86,700 →	9- 88,500	38,780 / 78.00%
5- 51,090 →	6a 66,245 6b 81,600	7- 83,400 →	8- 85,200 →	9- 87,000 →	10- 89,100	38,010 / 74.40%
6- 80,100 →	7- 81,900 →	8- 83,700 →	9- 85,500 →	10- 87,600 →	10- 89,100	9,000 / 11.24%
7- 80,400 →	8- 82,200 →	9- 84,000 →	10- 86,100 →	10- 87,600 →	10- 89,100	8,700 / 10.82%
8- 80,700 →	9- 82,500 →	10- 84,600 →	10- 86,100 →	10- 87,600 →	10- 89,100	8,400 / 10.41%
9- 81,000 →	10- 83,100 →	10- 84,600 →	10- 86,100 →	10- 87,600 →	10- 89,100	8,100 / 10.00%
10- 81,600 →	10- 83,100 →	10- 84,600 →	10- 86,100 →	10- 87,600 →	10- 89,100	7,500 / 9.19%

*Extra workdays/workweeks during the summer will be paid pro rata at the annual salary rate in effect at the time the psychologist is working.

¹Total increase represents annual increment(s) and/or salary increase.

Salary Schedules
Social Workers

Social Workers Salary Schedule

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 39,510 →	1- 40,510 →	1- 41,010 →	1- 41,510 →	1- 41,510 →	1- 42,010	
2- 41,410 →	2- 42,410 →	2- 42,910 →	2- 43,410 →	2- 43,410 →	2- 43,910	
3- 43,100 →	3- 44,100 →	3- 44,600 →	3- 45,100 →	3- 45,100 →	3- 45,600	
4- 44,400 →	4- 45,400 →	4- 45,900 →	4- 46,400 →	4- 46,400 →	4- 46,900	
5- 45,800 →	5- 46,800 →	5- 47,300 →	5- 47,800 →	5- 47,800 →	5- 48,300	10,220 / 25.87%
6- 47,230 →	6- 48,230 →	6- 48,730 →	6- 49,230 →	6- 49,230 →	6- 49,730	9,560 / 23.09%
7- 48,470 →	7- 49,470 →	7- 49,970 →	7- 50,470 →	7- 50,470 →	7- 50,970	9,120 / 21.16%
8- 49,720 →	8- 50,720 →	8- 51,220 →	8- 51,720 →	8- 51,720 →	8- 52,220	9,190 / 20.70%
9- 51,090 →	9- 52,090 →	9- 52,590 →	9- 53,090 →	9- 53,090 →	9- 53,590	41,800 / 91.27%
10- 80,100 →	10- 81,100 →	10a 81,600 →	10a 82,100 →	10a 82,600 →	10a 83,100	40,670 / 86.11%
11- 80,400 →	11- 81,400 →	11- 81,900 →	11- 82,400 →	11- 82,900 →	11- 83,400	39,730 / 81.97%
12- 80,700 →	12- 81,700 →	12- 82,200 →	12- 82,700 →	12- 83,200 →	12- 83,700	38,780 / 78.00%
13- 81,000 →	13- 82,000 →	13- 82,500 →	13- 83,000 →	13- 83,500 →	13- 84,000	38,010 / 74.40%
14- 81,600 →	14- 82,600 →	14- 83,100 →	14- 83,600 →	14- 84,100 →	14- 84,600	9,000 / 11.24%
						8,700 / 10.82%
						8,400 / 10.41%
						8,100 / 10.00%
						7,500 / 9.19%

*Social Workers work year is 195 days. The three extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary in effect for the new school year. The workday is eight (8) hours.

Social Workers on Bachelor's Degree Salary Schedule (All are at top step.)

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
76,700	78,200	79,700	81,200	82,700	84,200	7,500 / 9.78%

¹Total increase represents annual increment(s) and/or salary increase.

School Nurse Practitioners and Dental Hygienists Salary Schedule

Bachelor's Degree Salary Schedule --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014 Total Increase ¹
				1- 39,420 →	1- 39,920
				2- 41,150 →	2- 41,650
		1- 38,920 →	2- 40,650 →	3- 42,600 →	3- 43,100
	1- 38,420 →	2- 40,150 →	3- 42,100 →	4- 43,920 →	4- 44,420
	2- 39,650 →	3- 41,600 →	4- 43,420 →	5- 45,370 →	5- 45,870
1- 37,420 →	3- 41,100 →	4- 42,920 →	5- 44,870 →	6- 46,790 →	6- 47,290
2- 39,150 →	4- 42,420 →	5- 44,370 →	6- 46,290 →	7- 48,100 →	7- 48,600
3- 40,600 →	5- 43,870 →	6- 45,790 →	7- 47,600 →	8- 49,450 →	8- 49,950
4- 41,920 →	6- 45,290 →	7- 47,100 →	8- 48,950 →	9- 50,930 →	9- 51,430
5- 43,370 →	7- 46,600 →	8- 48,450 →	9- 50,430 →	10a 65,875 →	10a 66,775
6- 44,790 →	8- 47,950 →	9- 49,930 →	10b 80,600 →	10b 82,100 →	10b 83,600
7- 46,100 →	9- 49,430 →	10a 64,075 →	11- 80,900 →	11- 82,400 →	11- 83,900
8- 47,450 →	10a 63,175 →	10b 79,100 →	11- 81,200 →	12- 82,700 →	12- 84,200
9- 48,930 →	10b 77,600 →	11- 79,400 →	12- 81,200 →	12- 82,700 →	12- 84,200
10- 76,100 →	11- 77,900 →	12- 79,700 →	12- 81,200 →	12- 82,700 →	12- 84,200
11- 76,400 →	12- 78,200 →	12- 79,700 →	12- 81,200 →	12- 82,700 →	12- 84,200
12- 76,700 →	12- 78,200 →	12- 79,700 →	12- 81,200 →	12- 82,700 →	12- 84,200

*School nurse practitioners and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata, at the annual 192-day salary rate in effect for the new school year.

¹Total increase represents annual increment(s) and/or salary increase.

School Nurse Practitioners and Dental Hygienists Salary Schedule

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 39,510 →	1- 40,010 →	1- 40,510 →	1- 41,010 →	1- 41,510 →	1- 42,010	
2- 41,410 →	2- 41,910 →	2- 42,410 →	2- 42,910 →	2- 43,410 →	2- 43,910	
3- 43,100 →	3- 43,600 →	3- 44,100 →	3- 44,600 →	3- 45,100 →	3- 45,600	
4- 44,400 →	4- 44,900 →	4- 45,400 →	4- 45,900 →	4- 46,400 →	4- 46,900	
5- 45,800 →	5- 46,300 →	5- 46,800 →	5- 47,300 →	5- 47,800 →	5- 48,300	
6- 47,730 →	6- 47,730 →	6- 48,230 →	6- 48,730 →	6- 49,230 →	6- 49,730	10,220 / 25.87%
7- 48,970 →	7- 48,970 →	7- 49,470 →	7- 49,970 →	7- 50,470 →	7- 50,970	9,560 / 23.09%
8- 48,470 →	8- 48,470 →	8- 48,970 →	8- 49,470 →	8- 49,970 →	8- 50,470	9,120 / 21.16%
9- 49,720 →	9- 49,720 →	9- 50,220 →	9- 50,720 →	9- 51,220 →	9- 51,720	9,190 / 20.70%
10- 51,090 →	10a 51,590 →	10a 52,090 →	10a 52,590 →	10a 53,090 →	10a 53,590	69,845 / 91.27%
10b 81,600 →	10b 81,600 →	10b 83,100 →	10b 84,600 →	10b 86,100 →	10b 87,600	
11- 80,100 →	11- 81,900 →	11- 83,400 →	11- 85,200 →	11- 87,000 →	11- 88,800	40,670 / 86.11%
12- 80,400 →	12- 82,200 →	12- 84,000 →	12- 85,800 →	12- 87,600 →	12- 89,400	39,730 / 82.59%
13- 80,700 →	13- 82,500 →	13- 84,300 →	13- 86,100 →	13- 87,900 →	13- 89,700	38,780 / 79.20%
14- 81,000 →	14- 83,100 →	14- 84,600 →	14- 86,100 →	14- 87,600 →	14- 89,100	38,010 / 74.40%
14- 81,600 →	14- 83,100 →	14- 84,600 →	14- 86,100 →	14- 87,600 →	14- 89,100	9,000 / 11.24%
						8,700 / 10.82%
						8,400 / 10.41%
						8,100 / 10.00%
						7,500 / 9.19%

*School nurse practitioners and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata, at the annual 192-day salary rate in effect for the new school year.

¹Total increase represents annual increment(s) and/or salary increase.

School to Work Transition Teachers

School to Work Salary Schedule

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 41,410 →			1- 42,910 →	1- 43,410 →	1- 43,910	
2- 43,100 →			2- 44,600 →	2- 45,100 →	2- 45,600	
3- 44,400 →			3- 45,900 →	3- 46,400 →	3- 46,900	
4- 45,800 →	1- 41,910 →	1- 42,410 →	4- 47,300 →	4- 47,800 →	4- 48,300	
5- 47,230 →	2- 43,600 →	2- 44,100 →	5- 48,730 →	5- 49,230 →	5- 49,730	
6- 48,470 →	3- 44,900 →	3- 45,400 →	6- 49,970 →	6- 50,470 →	6- 50,970	9,560 / 23.09%
7- 49,720 →	4- 46,300 →	4- 46,800 →	7- 51,220 →	7- 51,720 →	7- 52,220	9,120 / 21.16%
8- 51,090 →	5- 47,730 →	5- 48,230 →	8- 52,590 →	8- 53,090 →	8- 53,590	9,190 / 20.70%
9- 80,100 →	6- 48,970 →	6- 49,470 →	9a 68,045 →	9a 68,945 →	9a 69,845	
	7- 50,220 →	7- 50,720 →	9b 84,600 →	9b 86,100 →	9b 87,600	
	8- 51,590 →	8- 52,090 →	9- 84,600 →	9- 86,100 →	9- 87,600	40,370 / 85.48%
	9a 66,245 →	9a 67,145 →	9- 84,600 →	9- 86,100 →	9- 87,600	39,130 / 80.73%
	9b 81,600 →	9b 83,100 →	9- 84,600 →	9- 86,100 →	9- 87,600	37,880 / 76.19%
	9- 81,600 →	9- 83,100 →	9- 84,600 →	9- 86,100 →	9- 87,600	36,510 / 71.46%
						7,500 / 9.36%

*Extra workday(s)/workweek(s), if any, will be paid pro rata, at the annual salary rate in at the time the school to work transition teacher is working. The workday is eight (8) hours.

¹Total increase represents annual increment(s) and/or salary increase.

12 Month/Calendar Year Professionals

**Staff Development and Technology Support Specialist, Instructional and Program Advisor
for Early Intervention, Other 12-Month/Calendar-Year Professionals**

		Bachelor's Degree						
June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	September 2014	Total Increase ¹	
						1- 48,400		
				1- 47,900 →	2- 49,950			
			1- 47,400 →	2- 49,450 →	3- 51,300			
		1- 46,900 →	2- 48,950 →	3- 50,800 →	4- 52,550			
	1- 46,400 →	2- 48,450 →	3- 50,300 →	4- 52,050 →	5a 67,950			
	2- 47,950 →	3- 49,800 →	4- 51,550 →	5a 67,050	5b 84,800	38,900 /	84.75%	
	3- 49,300 →	4- 51,050 →	5a 66,150	5b 81,800	5- 83,300 →	37,350 /	78.71%	
	4- 50,550 →	5a 65,250	5b 80,300	5- 81,800 →	5- 83,300 →	36,000 /	73.77%	
	5a 64,350	5- 80,300 →	5- 81,800 →	5- 83,300 →	5- 84,800	34,750 /	69.43%	
	5b 78,800	5- 80,300 →	5- 81,800 →	5- 83,300 →	5- 84,800	7,500 /	9.70%	
	5- 77,300 →	5- 80,300 →	5- 81,800 →	5- 83,300 →	5- 84,800			

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹	
					1- 51,100		
				1- 50,600 →	2- 52,200		
			1- 50,100 →	2- 51,700 →	3- 53,550		
		1- 49,600 →	2- 51,200 →	3- 53,050 →	4- 54,800		
	1- 49,100 →	2- 50,700 →	3- 52,550 →	4- 54,300 →	5a 71,600		
	2- 50,200 →	3- 52,050 →	4- 53,800 →	5a 70,700	5b 89,900	41,300 /	84.98%
	3- 51,550 →	4- 53,300 →	5a 69,800	5b 88,400	5- 89,900	40,200 /	80.89%
	4- 52,800 →	5a 68,900	5b 86,900	5- 88,400 →	5- 89,900	38,850 /	76.10%
	5a 68,000	5- 85,400 →	5- 86,900 →	5- 88,400 →	5- 89,900	37,600 /	71.89%
	5b 83,900	5- 85,400 →	5- 86,900 →	5- 88,400 →	5- 89,900	7,500 /	9.10%
	5- 82,400 →	5- 85,400 →	5- 86,900 →	5- 88,400 →	5- 89,900		

¹Total increase represents annual increment(s) and/or salary increase.

Adjunct Teachers

Adjunct Teachers Salary Schedules and Hourly Rates

	June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase*
1-	36,570 / 30.96	37,070 / 31.38	37,570 / 31.81	38,070 / 32.23	38,570 / 32.65	39,070 / 33.08	
2-	39,050 / 33.06	39,550 / 33.48	40,050 / 33.90	40,550 / 34.33	41,050 / 34.75	41,550 / 35.17	
3-	40,590 / 34.36	41,090 / 34.79	41,590 / 35.21	42,090 / 35.63	42,590 / 36.06	43,090 / 36.48	
4-	41,730 / 35.33	42,230 / 35.75	42,730 / 36.17	43,230 / 36.60	43,730 / 37.02	44,230 / 37.44	
5-	42,960 / 36.37	43,460 / 36.79	43,960 / 37.21	44,460 / 37.64	44,960 / 38.06	45,460 / 38.48	
6-	44,720 / 37.86	45,220 / 38.28	45,720 / 38.70	46,220 / 39.13	46,720 / 39.55	47,220 / 39.97	10,650 / 29.12%
7-	46,260 / 39.16	46,760 / 39.59	47,260 / 40.01	47,760 / 40.43	48,260 / 40.86	48,760 / 41.28	9,710 / 24.87%
8-	47,500 / 40.21	48,000 / 40.63	48,500 / 41.06	49,000 / 41.48	49,500 / 41.90	50,000 / 42.33	9,410 / 23.18%
9-	52,080 / 44.09	52,580 / 44.51	53,080 / 44.94	53,580 / 45.36	54,080 / 45.78	54,580 / 46.21	12,850 / 30.79%
10-	60,380 / 51.12	60,880 / 51.54	61,380 / 51.96	61,880 / 52.39	62,380 / 52.81	62,880 / 53.23	19,920 / 46.37%
							18,160 / 40.61%
							16,620 / 35.93%
							15,380 / 32.38%
							10,800 / 20.74%
							2,500 / 4.14%

The hourly rate for adjunct teachers continues to be determined by dividing the applicable annual salary amount by 1181.25 (1181.25 = 6.25 hours/day x 189 days).

*Total increase represents annual increment(s) and/or salary increase.

Preschool Salary Schedules

Sign Language Interpreter --- 192-day school year

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
		1- 27,170 →	1- 27,670 →	1- 28,170 →	1- 28,670	
		2- 28,970 →	2- 29,470 →	2- 29,970 →	2- 30,470	
		3- 30,570 →	3- 31,070 →	3- 31,570 →	3- 32,070	
		4- 33,660 →	4- 34,160 →	4- 34,660 →	4- 35,160	
		5- 34,900 →	5- 35,400 →	5- 35,900 →	5- 36,400	
		6- 38,190 →	6- 38,690 →	6- 39,190 →	6- 39,690	13,520 / 51.66%
1- 26,170 →	1- 26,670 →	2- 28,970 →	3- 30,570 →	4- 34,160 →	5- 35,900 →	11,720 / 41.90%
2- 27,970 →	2- 28,470 →	3- 30,570 →	4- 33,660 →	5- 35,400 →	6- 39,190 →	10,120 / 34.22%
3- 29,570 →	4- 33,160 →	5- 34,900 →	6- 38,690 →	6- 39,190 →	6- 39,690	7,030 / 21.52%
4- 32,660 →	5- 34,400 →	6- 38,190 →	6- 38,690 →	6- 39,190 →	6- 39,690	5,790 / 17.08%
5- 33,900 →	6- 37,690 →	6- 38,190 →	6- 38,690 →	6- 39,190 →	6- 39,690	2,500 / 6.72%
6- 37,190 →	6- 37,690 →	6- 38,190 →	6- 38,690 →	6- 39,190 →	6- 39,690	

Certified Therapy Assistance (COTA), Physical Therapy Assistant --- 192-day school year
*** Current steps 1,2,3,4,5 will be placed at step 1 and Current step 6 will be placed at step 3 effective Sept. 2010**

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
		1- 35,500 →	1- 36,000 →	1- 36,500 →	1- 37,000	
		2- 37,500 →	2- 38,000 →	2- 38,500 →	2- 39,000	
		3- 39,500 →	3- 40,000 →	3- 40,500 →	3- 41,000	
		4- 41,500 →	4- 42,000 →	4- 42,500 →	4- 43,000	
		5- 43,500 →	5- 44,000 →	5- 44,500 →	5- 45,000	
		6- 48,500 →	6- 49,000 →	6- 49,500 →	6- 50,000	12,810 / 78.76%
Steps 1, 2,3,4, 5 →	1- 35,000 →	2- 37,500 →	3- 40,000 →	4- 42,500 →	5- 45,000	14,946 / 66.37%
Step 6 →	2- 37,000 →	3- 39,500 →	4- 42,000 →	5- 44,500 →	6- 50,000	
	3- 39,000 →	4- 41,500 →	5- 44,000 →	6- 49,500 →	6- 50,000	
	4- 41,000 →	5- 43,500 →	6- 49,000 →	6- 49,500 →	6- 50,000	
	5- 43,000 →	6- 48,500 →	6- 49,000 →	6- 49,500 →	6- 50,000	
	6- 48,000 →	6- 48,500 →	6- 49,000 →	6- 49,500 →	6- 50,000	
	6- 48,000 →	6- 48,500 →	6- 49,000 →	6- 49,500 →	6- 50,000	

¹Total increase represents annual increment(s) and/or salary increase.

**Family Services Specialists, Special Services Coordinators,
Parent Involvement Volunteer Coordinator, Health Coordinators, Nutrition Specialist
192-day school year**

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 36,580 →				1- 38,580 →	1- 39,080	
2- 39,050 →			1- 38,080 →	2- 41,050 →	2- 41,550	
3- 40,590 →	1- 37,580 →	2- 40,550 →	2- 40,550 →	3- 42,590 →	3- 43,090	
4- 43,530 →	2- 40,050 →	3- 41,590 →	3- 42,090 →	4- 45,530 →	4- 46,030	
5- 44,760 →	3- 41,590 →	4- 44,530 →	4- 45,030 →	5- 46,760 →	5- 47,260	
6- 49,450 →	4- 44,030 →	5- 45,760 →	5- 46,260 →	6- 51,450 →	6- 51,950	15,370 / 42.02%
	5- 45,260 →	6- 50,450 →	6- 50,950 →	6- 51,450 →	6- 51,950	12,900 / 33.03%
	6- 49,950 →	6- 50,450 →	6- 50,950 →	6- 51,450 →	6- 51,950	11,360 / 27.99%
						8,420 / 19.34%
						7,190 / 16.06%
						2,500 / 5.06%

¹Total increase represents annual increment(s) and/or salary increase.

Preschool Teachers (Early Childhood), Level II Salary Schedules

Bachelor's Degree

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 31,940 →			1- 33,440 →	1- 33,940 →	1- 34,440	
2- 35,030 →			2- 36,530 →	2- 37,030 →	2- 37,530	
3- 38,120 →	1- 32,940 →	2- 36,030 →	3- 39,620 →	3- 40,120 →	3- 40,620	
4- 41,210 →	2- 35,530 →	3- 39,120 →	4- 42,710 →	4- 43,210 →	4- 43,710	
5- 42,450 →	3- 38,620 →	4- 42,210 →	5- 43,950 →	5- 44,450 →	5- 44,950	
6- 43,680 →	4- 41,710 →	5- 43,450 →	6- 45,180 →	6- 45,680 →	6- 46,180	14,240 / 44.58%
7- 45,030 →	5- 42,950 →	6- 44,680 →	7- 46,530 →	7- 47,030 →	7- 47,530	12,500 / 35.68%
8- 46,470 →	6- 44,180 →	7- 46,030 →	8- 47,970 →	8- 48,470 →	8- 48,970	10,850 / 28.46%
9- 47,910 →	7- 45,530 →	8- 47,470 →	9- 49,410 →	9- 49,910 →	9- 50,410	9,200 / 22.32%
10- 51,720 →	8- 46,970 →	9- 48,910 →	10- 53,220 →	10- 53,720 →	10- 54,220	11,770 / 27.73%
	9- 48,410 →	10- 52,720 →			10- 54,220	10,540 / 24.13%
	10- 52,220 →	10- 52,720 →			10- 54,220	9,190 / 20.41%
					10- 54,220	7,750 / 16.68%
					10- 54,220	6,310 / 13.17%
					10- 54,220	2,500 / 4.83%

¹Total increase represents annual increment(s) and/or salary increase.

		Master's Degree, Master's Equivalent, Bachelor's + 30 Credits												
June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹								
1-	33,690	→	1-	34,690	→	1-	35,190	→	1-	35,690	→	1-	36,190	
2-	36,780	→	2-	37,780	→	2-	38,280	→	2-	38,780	→	2-	39,280	
3-	39,870	→	3-	40,870	→	3-	41,370	→	3-	41,870	→	3-	42,370	
4-	44,100	→	4-	45,100	→	4-	45,600	→	4-	46,100	→	4-	46,600	
5-	45,440	→	5-	46,440	→	5-	46,940	→	5-	47,440	→	5-	47,940	
6-	46,770	→	6-	47,770	→	6-	48,270	→	6-	48,770	→	6-	49,270	15,580 / 46.25%
7-	48,220	→	7-	49,220	→	7-	49,720	→	7-	50,220	→	7-	50,720	13,940 / 37.90%
8-	49,660	→	8-	50,660	→	8-	51,160	→	8-	51,660	→	8-	52,160	12,290 / 30.83%
9-	51,110	→	9-	52,110	→	9-	52,610	→	9-	53,110	→	9-	53,610	9,510 / 21.56%
10-	54,910	→	10-	55,910	→	10-	56,410	→	10-	56,910	→	10-	57,410	11,970 / 26.34%
														10,640 / 22.75%
														9,190 / 19.06%
														7,750 / 15.61%
														6,300 / 12.33%
														2,500 / 4.55%

¹Total increase represents annual increment(s) and/or salary increase.

Preschool Teachers (Early Intervention Special Education), Level III Salary Schedules

Bachelor's Degree

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 37,120 →			1- 38,620 →	1- 39,120 →	1- 39,620	
2- 38,850 →			2- 40,350 →	2- 40,850 →	2- 41,350	
3- 40,300 →	1- 38,120 →	2- 39,850 →	3- 41,800 →	3- 42,300 →	3- 42,800	
4- 41,620 →	2- 39,350 →	3- 41,300 →	4- 43,120 →	4- 43,620 →	4- 44,120	
5- 43,070 →	3- 40,800 →	4- 42,620 →	5- 44,570 →	5- 45,070 →	5- 45,570	
6- 44,490 →	4- 42,120 →	5- 44,070 →	6- 45,990 →	6- 46,490 →	6- 46,990	9,870 / 26.59%
7- 45,800 →	5- 43,570 →	6- 45,490 →	7- 47,300 →	7- 47,800 →	7- 48,300	9,450 / 24.32%
8- 47,150 →	6- 44,990 →	7- 46,800 →	8- 48,650 →	8- 49,150 →	8- 49,650	9,350 / 23.20%
9- 48,630 →	7- 46,300 →	8- 48,150 →	9- 50,130 →	9- 50,630 →	9- 51,130	9,510 / 22.85%
10- 52,750 →	8- 47,650 →	9- 49,630 →	10- 54,250 →	10- 54,750 →	10- 55,250	12,180 / 28.28%
	9- 49,130 →	10- 53,750 →	10- 54,750 →	10- 54,750 →	10- 55,250	10,760 / 24.19%
	10- 53,250 →	10- 53,750 →	10- 54,250 →	10- 54,750 →	10- 55,250	9,450 / 20.63%
			10- 54,250 →	10- 54,750 →	10- 55,250	8,100 / 17.18%
				10- 54,750 →	10- 55,250	6,620 / 13.61%
					10- 55,250	2,500 / 4.74%

¹Total increase represents annual increment(s) and/or salary increase.

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits

June 2010	September 2010	September 2011	September 2012	September 2013	September 2014	Total Increase ¹
1- 39,210 →	1- 39,710 →	1- 40,210 →	1- 40,710 →	1- 41,210 →	1- 41,710	
2- 41,110 →	2- 41,610 →	2- 42,110 →	2- 42,610 →	2- 43,110 →	2- 43,610	
3- 42,800 →	3- 43,300 →	3- 43,800 →	3- 44,300 →	3- 44,800 →	3- 45,300	
4- 44,100 →	4- 44,600 →	4- 45,100 →	4- 45,600 →	4- 46,100 →	4- 46,600	
5- 45,500 →	5- 46,000 →	5- 46,500 →	5- 47,000 →	5- 47,500 →	5- 48,000	
6- 46,930 →	6- 47,430 →	6- 47,930 →	6- 48,430 →	6- 48,930 →	6- 49,430	10,220 / 26.06%
7- 48,170 →	7- 48,670 →	7- 49,170 →	7- 49,670 →	7- 50,170 →	7- 50,670	9,560 / 23.25%
8- 49,420 →	8- 49,920 →	8- 50,420 →	8- 50,920 →	8- 51,420 →	8- 51,920	9,120 / 21.31%
9- 50,790 →	9- 51,290 →	9- 51,790 →	9- 52,290 →	9- 52,790 →	9- 53,290	9,190 / 20.84%
10- 55,940 →	10- 56,440 →	10- 56,940 →	10- 57,440 →	10- 57,940 →	10- 58,440	12,940 / 28.44%
						11,510 / 24.53%
						10,270 / 21.32%
						9,020 / 18.25%
						7,650 / 15.06%
						2,500 / 4.47%

¹Total increase represents annual increment(s) and/or salary increase.

Career Ladder Salary Schedule for New Teachers Effective July 1, 2010

1. This schedule replaces the bachelors and masters teachers salary schedules. All other current PFT professional salary schedules shall continue.

This schedule:

- Provides opportunity for accelerated earnings for teachers
- Provides higher earning potential for teachers, exceeding \$100,000 per year
- Recognizes and rewards differences in teacher practice based on multiple measures accumulated across years and grounded in student growth
- Enables teachers at Professional Growth levels 3 and 4 to assume roles, via Career Ladders, that reward them for working with the highest need students and taking on additional responsibilities
- Allows the opportunity to recognize tenure as a milestone
- Makes implementation manageable through fixed cycles and clear decision points
- Maintains a familiar step-format

<i>Academy</i>	Step A	\$39,000				
<i>Pre-Tenure</i>	Step 1	\$40,000				
	Step 2	\$41,000				
	Step 3	\$42,000				
	Step 4	\$48,000				
<i>Tenure</i>	Step 5	\$50,000	\$55,000			
	Step 6	\$52,000	\$58,000			
	Step 7	\$54,000	\$61,000			
	Step 8	\$56,000	\$64,000	\$72,000	\$80,000	Additional \$10,000 - \$14,000
	Step 9	\$58,000	\$67,000	\$76,000	\$90,000	
	Step 10	\$60,000	\$70,000	\$80,000	\$100,000	
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Level 4</i>	Career Ladders & Extra Teaching Opportunity
		Professional Growth Level				
<i>Length of Work Day</i>	7 hours, 16 minutes				8 hours	
<i>Length of Work Year</i>	192 days				192-207 days	

2. The Career Ladder Salary Schedule Guidelines

- a. Step movement
 1. Annually, eligible teachers will move vertically to the next step. Teachers who receive an unsatisfactory rating are not eligible to advance to the next step in the subsequent school year.
 2. Advanced Study, Longevity will not apply in the Career Ladder salary schedule.

- b. Advancing across levels

Level decisions will be made between Steps 4-5, Steps 7-8, after Step 10, and every three years thereafter.

Advancing across levels will be determined in one of two methods, whichever method moves the most teachers to a higher level, so long as no teachers advance who have not achieved an acceptable student growth standard. A teacher can only advance one level at a given level decision.

Method 1:

Attain desired levels of performance on components of effective teaching practice that are predictive of success in roles such as Career Ladders. Teachers and administrators who are trained and certified in recognizing effective teaching will, collaboratively, evaluate teaching performance. The components and methods and standards for assessing components of effective teaching practice will be developed by the District and Federation during the 2010-2011 school year.

And

Attain *desired* student growth standard. A group of PPS and PFT representatives will be charged with exploring and making recommendations for the appropriate thresholds of "acceptable" and "desired" levels of student growth that are used.

Or

Method 2:

Top 20% of teachers in the same level of step cohort at same decision point based on student growth.

C. Experienced hire placement guidelines

1. Step placement

The step placement of newly hired teachers, with experience, shall be based upon a Salary Schedule Placement Rubric.

2. Determination of first opportunity for level advancement

The year for the first opportunity for level advancement will be established at the point of hire for experienced hires.

Experienced hires will be required to have three years of student growth measures, either in Pittsburgh Public Schools or from another district, in order to have an opportunity for level advancement. No level advancements will be made prior to the 2014-15 school year.

Day to Day Substitutes

As necessary to attract and retain effective day-to-day substitute teachers, the daily rates for day-to-day substitute teachers may be increased following discussion between the District and the Federation.

T. Administration of the Five-Year Agreement

All other Articles and terms of the 2007-2010 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this five-year Agreement.

Visit the PFT website at pft400.org for additional information on Qualification and Selection Process for Career Ladder Roles, PRC Bonus Requirements, PRC Cohort Bonus Sample, CRI Daily Teaching Schedules and Teaching Schedules of ITL2s.

