

**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>	<b>Career Ladders &amp; Extra Teaching Opportunity</b>
		<b>Professional Growth Level</b>				
<i>Length of Work Day</i>	<b>7 hours, 16 minutes</b>				<b>8 hours</b>	
<i>Length of Work Year</i>	<b>192 days</b>				<b>192-207 days</b>	

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.

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Visit the PFT website at [pft400.org](http://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.