A. Newly hired educators

1. The parties agree to maintain an Experienced Based Salary Schedule to be used as the basis for determining entry-level salaries.

2. A two-step process will be used to place educators on the Professional Learning Based Salary Schedule.
   a. Each educator will first be placed on the Experience Based Salary Schedule for that contract year in accordance with the requirements in Paragraph B above. In order to advance on the experience scale of the salary schedule, an educator must work at least one (1) day more than one half (1/2) of the annual educator work year -- (part-time employees' total work time must be equivalent to one half (1/2) of the full-time educators' work year). All paid time away from the job, e.g. paid sick leave, personal leave, sabbatical leave, funeral leave, shall be counted as workdays. All unpaid time away from the job, e.g. unpaid personal and sick leave days used in excess of those granted by the Collective Bargaining Agreement, shall not be counted as work days. Payments in an unrelated job classification shall not be counted as workdays. For part-time employees, only those days worked within one school year will be counted in the calculation to determine step movement.
   b. Each educator will then be placed on the Professional Learning Salary Schedule on the lane and step with the salary identical/or next highest to the salary he/she would have made on the Experience Based Salary Schedule. If that salary lane would place an educator at step 6 or lower, that is the step and salary. If that placement is above step 6, the educator moves to the step with the next highest salary in the lane immediately to the right.
   c. Vocational Educator
      i. The following requirements shall apply to those educators who are required to hold a valid Vocational Certificate.
      ii. Educators of Vocational-Technical courses shall have a minimum of three years of occupational experience in the occupational area concerned.
      iii. Vocational educators shall be placed on the Experience Based Scale for initial salary determination based on the following:
         - Vocational Certification - paid on the Bachelors scale
         - Bachelors Degree - paid on the Masters scale
         - Masters Degree - paid on the Masters Intermediate scale
Placement on Masters Intermediate Scale for initial salary determination:

i. Placement on the Masters Intermediate scale shall be only through an approved planned program:

ii. Leading to a doctoral degree with a minimum of thirty (30) hours completed;

iii. Certificate of Advanced Study or approved equivalent;

iv. Second masters degree which is in another discipline or which provides another area of certification;

v. Special program of thirty (30) credit hours approved in advance, and at the sole discretion of the Superintendent for courses taken after September 1, 1984, provided that any such approval shall not be grievable.
Portland does not have a traditional salary schedule in that there is no one true BA or MA lane. For our database calculations, we used a mixture of information, as well as created BA and MA lanes. The BA and MA lanes assumed that a teacher came in with either a BA or MA and no experience and then advanced one step each year in that same lane. In Portland, continuing education - earned in a variety of ways - is rewarded; however, there are a number of paths and points at which teachers will advance to the next lane. For more information, see the pages above or visit the current CBA (http://nctq.org/docs/Portland_ME_PEA_11-14_Final.pdf), Article 12.

### Schedule 187 Day

**Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only)**

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### Schedule 187 Day

**Professional Learning Based Salary Schedule**

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2013-2014 = 3% increase
### Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only)

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### Professional Learning Based Salary Schedule

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**Note:** The 2013-2014 salary increase is 3%.