

PITTSBURGH FEDERATION OF TEACHERS



**Technical-Clerical Employees
Tentative Collective Bargaining Contract
between the**

**Pittsburgh Federation of Teachers
and the
Pittsburgh Board of Public Education**

July 1, 2017, through June 30, 2020



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**Pittsburgh Federation of Teachers
Three-year Agreement for the
PFT Technical-Clerical Employees Bargaining Unit
February 28, 2018**

Negotiators for the PFT and School District reached a tentative agreement for the **22** employees covered by the PFT Technical-Clerical Employees Collective Bargaining Agreement.

Provisions of this agreement are presented in this synopsis. This information will be mailed to all PFT technical-clerical members as well as emailed to those members who have provided the PFT with their personal email address. Ballots will be mailed to each PFT technical-clerical member's home on Saturday, March 3, 2018.

Term: Three Year Term

The term of the agreement shall be three (3) years, covering the period July 1, 2017 through June 30, 2020. All terms and provisions of this agreement shall be prospective unless another date is specified.

Wages: 2% increase “On Step” including retroactivity

Article 24

- a. All salary schedules will be increased by 2.0% **on step retroactive to the start of the 2017-2018 school year** (see enclosed salary schedules).
- b. All salary schedules shall be increased by 2.0% **on step** effective with the start of the 2018-2019 and 2019-2020 school year.

Healthcare Benefits:

Article 39 and 40

Summary:

The Pittsburgh Board of Education shall offer two (2) health insurance plans from which employees and retirees may select consisting of either the Highmark Community Blue Flex PPO or the UPMC PPO with the plan design. (See attachments.)

- a. Two Plans—one each from Highmark and UPMC and both would be PPO's. This would mean the elimination of all current plans offered. There will be one PPO in replacement from each provider.
- b. The PPO from Highmark would have a three-tier deductible and the UPMC plan would have a two-tier deductible. (Highmark -- \$0/\$0 for Enhanced; \$500/\$1000 for Standard; and \$1000/\$2000 out of network. UPMC -- \$0/\$0 In-Network and \$1000/\$2000 out of network.)
- c. Co-pays would be revised as Specialist increased from \$15 to \$30; ER increased from \$50 to \$75. All other co-pays, including for prescriptions are unchanged. (Attachment A and B)

Cadillac Tax: The following language will be inserted into the parties' collective bargaining agreement to address the possibility of an excise tax on employer health care plans, possibly in 2020.

If the District receives notice or information indicating that its health care plan costs will subject the plan to the Affordable Care Act's "Cadillac Tax" excise tax, the District will give the Pittsburgh Federation of Teachers written notice of that fact and the parties will immediately meet to bargain changes in the plan design, plan, and/or plan carriers in order to avoid the imposition of the tax. If no agreement is reached within fourteen (14) days of the District's written notice to the PFT regarding this issue, then the parties will proceed to an expedited arbitration proceeding with an arbitrator selected pursuant to the terms of the collective bargaining agreement's grievance and arbitration procedure. The sole purpose for that expedited arbitration proceeding will be for the arbitrator to modify the plan, plan design, and/or plan carrier in order to eliminate exposure to the "Cadillac Tax". The decision of the arbitrator on this issue shall be issued within forty-five (45) calendar days of the District's written notice that the plan is subject to the "Cadillac Tax."

Note: Federation rejected the District's attempt to add high deductibles and penalties.

Employee contributions to health care:

The employee share of 2018 healthcare cost increases starting in December 2017 were not collected during status quo. These employee owed payments will be made to the district in a timely manner upon ratification of this agreement.

Personnel File Procedures and Clearances

Article 10, Section 6

Summary: Updated language to comply with District's obligations under Act 24.

New Language

2. The District will comply with all applicable law(s) regarding the obligation of employees to submit requisite clearances and, accordingly, all employees must comply with District's directives related to the submission of clearances.

System-Wide Seniority Postings:

Summary: Postings will be done earlier to ensure positions are staffed in a timely manner.

Article 12, Section 11

System-wide seniority list will be provided by May 1 of each year, prior to the start of the Technical-Clerical internal posting process, or as otherwise agreed by the parties.

Article 13, Section 2

Two rounds of postings will be conducted on June 1 and June 15 of each year, or as otherwise agreed by the parties.

Salary Corrections: Same as Professional and Paraprofessional Contracts

Summary: The District can recover overpayment back six months except for overpayments resulting from incorrect step placement at the time of hire.

Article 26, Section 2

If a technical-clerical employee has been overpaid at any time during his/her employment with the Board, or is found to be receiving currently an incorrect salary that is higher than the employee should actually be receiving, the employee shall be required to make repayment to the Board for a period not to exceed six (6) work months with said six (6) months being back dated from the date when the employee was provided with notice of the overpayment provided that the Board is correct in its assessment that there has been an overpayment. The length of time from the date of notice to the employee until the date when an adjustment of the matter, if any, is reached shall be additional to this six (6) month maximum limitation that otherwise would apply to the recoupment of an overpayment.

3. The provisions of Section 2. shall not apply to an incorrect initial step placement contained in the written offer of employment after that offer has been accepted.

Sick Leave: Same added to Professional and Paraprofessional Contracts

Article 46, Section 4 (New Language)

Summary: Sick leave now includes days for children over the age of 16 with a disability.

Note: Same added to Professional and Paraprofessional Contracts

Section 5 (New language in **bold**) "A maximum of five (5) of the total allotment of sick leave days per year may be used for the serious illness of an employee's child (16 years of age or younger **or any age if the child has a permanent disability**) or an employee's parent. ..."

Fair Practices: Same added to Professional Contract and Paraprofessional Contracts

Summary: Language changed to include gender identity

Article 6

The Board and the Federation agree that they will not discriminate against any teacher on the basis of race, creed, color, national origin, handicap, sex, age, marital status, sexual orientation, gender identity, or participation or lack of participation in the activities of the Federation.

Administration of Three-year Agreement

All other Articles and terms of the 2010-15 Technical-Clerical Collective Bargaining Agreement and 2015-17 Extension shall continue in effect, except those amended or otherwise affected by the provisions of this Three-Year Agreement.

Attachment A

Highmark Community Blue Flex PPO

	Enhanced Value	Standard Value	Out-of-Network
Deductible			
Individual	None	\$500	\$1,000
Family	None	\$1,000	\$2,000
Coinsurance	100%	90% after deductible	75% after deductible
Out-of-Pocket Max.			
Individual	None	\$1,500	\$3,000
Family	None	\$3,000	\$6,000
Preventative Care			
PCP Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Specialist Visit	100% after \$30 copay	100% after \$30 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Telemedicine	100% after \$15 copay	100% after \$20 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34-day supply (eliminate the 100 unit option)		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	
Mail Order RX	90-day supply		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	

Attachment B

UPMC PPO

	In-Network	Out-of-Network
Deductible		
Individual	None	\$1,000
Family	None	\$2,000
Coinsurance	100%	75% after deductible
Out-of-Pocket Max.		
Individual	None	\$3,000
Family	None	\$6,000
Preventative Care		
PCP Visit	100% after \$15 copay	75% after deductible
Specialist Visit	100% after \$30 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	75% after deductible
Telemedicine	100% after \$15 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34-day supply (eliminate the 100-unit option)	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	
Mail Order Rx	90-day supply	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	

TECHNICAL-CLERICAL SALARY SCHEDULE

Steps	A	B	C	D	E	F	G
LEVEL 1							
7/1/2016	2,201	2,324	2,383	2,446	2,510	2,587	3,884
7/1/2017	2,245	2,370	2,431	2,495	2,560	2,639	3,962
7/1/2018	2,290	2,417	2,480	2,545	2,611	2,692	4,041
7/1/2019	2,336	2,465	2,530	2,596	2,663	2,746	4,122
LEVEL 2							
7/1/2016	2,285	2,410	2,471	2,533	2,602	2,677	4,026
7/1/2017	2,331	2,458	2,520	2,584	2,654	2,731	4,107
7/1/2018	2,378	2,507	2,570	2,636	2,707	2,786	4,189
7/1/2019	2,426	2,557	2,621	2,689	2,761	2,842	4,273
LEVEL 3							
7/1/2016	2,448	2,577	2,639	2,704	2,771	2,848	4,163
7/1/2017	2,497	2,629	2,692	2,758	2,826	2,905	4,246
7/1/2018	2,547	2,682	2,746	2,813	2,883	2,963	4,331
7/1/2019	2,598	2,736	2,801	2,869	2,941	3,022	4,418
LEVEL 4							
7/1/2016	2,515	2,656	2,718	2,787	2,854	2,940	4,317
7/1/2017	2,565	2,709	2,772	2,843	2,911	2,999	4,403
7/1/2018	2,616	2,763	2,827	2,900	2,969	3,059	4,491
7/1/2019	2,668	2,818	2,884	2,958	3,028	3,120	4,581
LEVEL 5							
7/1/2016	2,619	2,762	2,821	2,891	2,961	3,040	4,471
7/1/2017	2,671	2,817	2,877	2,949	3,020	3,101	4,560
7/1/2018	2,724	2,873	2,935	3,008	3,080	3,163	4,651
7/1/2019	2,778	2,930	2,994	3,068	3,142	3,226	4,744
LEVEL 6							
7/1/2016	2,661	2,806	2,882	2,951	3,036	3,123	4,645
7/1/2017	2,714	2,862	2,940	3,010	3,097	3,185	4,738
7/1/2018	2,768	2,919	2,999	3,070	3,159	3,249	4,833
7/1/2019	2,823	2,977	3,059	3,131	3,222	3,314	4,930
LEVEL 7							
7/1/2016	2,773	2,931	2,994	3,069	3,154	3,241	4,806
7/1/2017	2,828	2,990	3,054	3,130	3,217	3,306	4,902
7/1/2018	2,885	3,050	3,115	3,193	3,281	3,372	5,000
7/1/2019	2,943	3,111	3,177	3,257	3,347	3,439	5,100

LEVEL 8

7/1/2016	2,832	2,988	3,068	3,154	3,242	3,337	4,983
7/1/2017	2,889	3,048	3,129	3,217	3,307	3,404	5,083
7/1/2018	2,947	3,109	3,192	3,281	3,373	3,472	5,185
7/1/2019	3,006	3,171	3,256	3,347	3,440	3,541	5,289

LEVEL 9

7/1/2016	2,894	3,065	3,154	3,242	3,337	3,446	5,184
7/1/2017	2,952	3,126	3,217	3,307	3,404	3,515	5,288
7/1/2018	3,011	3,189	3,281	3,373	3,472	3,585	5,394
7/1/2019	3,071	3,253	3,347	3,440	3,541	3,657	5,502

LEVEL 10

7/1/2016	3,022	3,198	3,285	3,376	3,473	3,578	5,392
7/1/2017	3,082	3,262	3,351	3,444	3,542	3,650	5,500
7/1/2018	3,144	3,327	3,418	3,513	3,613	3,723	5,610
7/1/2019	3,207	3,394	3,486	3,583	3,685	3,797	5,722

LEVEL 11

7/1/2016	3,105	3,287	3,383	3,476	3,582	3,693	5,587
7/1/2017	3,167	3,353	3,451	3,546	3,654	3,767	5,699
7/1/2018	3,230	3,420	3,520	3,617	3,727	3,842	5,813
7/1/2019	3,295	3,488	3,590	3,689	3,802	3,919	5,929

LEVEL 12

7/1/2016	3,221	3,404	3,501	3,605	3,712	3,827	5,825
7/1/2017	3,285	3,472	3,571	3,677	3,786	3,904	5,942
7/1/2018	3,351	3,541	3,642	3,751	3,862	3,982	6,061
7/1/2019	3,418	3,612	3,715	3,826	3,939	4,062	6,182

LEVEL 13

7/1/2016	3,307	3,507	3,611	3,715	3,835	3,967	6,046
7/1/2017	3,373	3,577	3,683	3,789	3,912	4,046	6,167
7/1/2018	3,440	3,649	3,757	3,865	3,990	4,127	6,290
7/1/2019	3,509	3,722	3,832	3,942	4,070	4,210	6,416

LEVEL 14

7/1/2016	3,458	3,651	3,754	3,863	3,983	4,118	6,289
7/1/2017	3,527	3,724	3,829	3,940	4,063	4,200	6,415
7/1/2018	3,598	3,798	3,906	4,019	4,144	4,284	6,543
7/1/2019	3,670	3,874	3,984	4,099	4,227	4,370	6,674

The Salaries listed below are flat rates for these classifications only. The applicable annual salary is found by multiplying the monthly salary times months worked

	7/1/2016	7/1/2017	7/1/2018	7/1/2019
Parent Engagement Specialist I	2,594	2,646	2,699	2,753
Parent Engagement Specialist II	4,217	4,301	4,387	4,475
Board Driver	4,163	4,246	4,331	4,418
Auditor III	6,560	6,691	6,825	6,962

Extended day differential: Where applicable and authorized, the extended day differential for technical-clerical employees shall be \$1,000 effective 9/1/06.