

# **PITTSBURGH FEDERATION OF TEACHERS**



**Paraprofessional Employees  
Tentative Collective Bargaining Contract Extension  
between the**

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

**July 1, 2015, through June 30, 2017**



**Pittsburgh Federation of Teachers**  
**Synopsis for the Tentative 2-Year Extension Agreement for the**  
**PFT Paraprofessional Employees Bargaining Unit**  
**Tuesday, April 26, 2016**

Negotiators for the PFT and School District reached a tentative **extension** agreement for the **over 500** employees covered by the PFT Paraprofessional Employees Collective Bargaining Agreement.

Provisions of this tentative **extension** are presented in this synopsis. This information will be mailed to all PFT paraprofessional members as well as emailed to those members who have provided the PFT with their personal email address.

An Informational Meeting for PFT paraprofessional members will be conducted at the PFT Building on Monday, May 2, at 4:30 PM. Ballots will be mailed to each PFT paraprofessional member's home on Monday, May 2.

**Key Points**

**Term:**

This extension is for two years, from July 1, 2015 through June 30, 2017. The parties will continue to engage in comprehensive bargaining during the period of the extension for a successor agreement to be effective July 1, 2017.

**Wages:**

- a. All salary schedules will be increased by 1.0% on step retroactive to the start of the 2015-2016 school year (see enclosed salary schedules). Retroactive pay will be in the final paycheck in June 2016.
- b. All salary schedules shall be increased by 1.8% on step effective with the start of the 2016-2017 school year.

**Healthcare:**

- a. Domestic partner benefits will no longer be available effective July 1, 2016.
- b. All current healthcare benefits provided in the PFT Paraprofessional Contract continue for the term of this tentative agreement without new cost to the employee or reduction or interruption of benefits.

**Mileage --- Article 68**

The procedures for administering mileage allowance shall continue as established by the Board, with input from the Federation. The District shall inform all employees of the process at the time of hire and shall maintain information regarding requirements for reimbursement on the District website. Employees seeking mileage must comply with these requirements to be eligible for mileage reimbursement.

**Administration of Two-Year Extension Agreement**

All other Articles and terms of the 2010-2015 PFT Paraprofessional Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this two-year extension.

## ARTICLE 40

### PARAPROFESSIONAL SALARY SCHEDULE

The following monthly salaries are for a ten (10) month work year, except for those classifications which require additional months service at the monthly rate listed.

		7/1/2014	7/1/2015	7/1/2016
<b>Educational Assistant I</b>				
School Support Aide;	Step 1	2,431	2,455	2,499
Primary Classroom Aide;	Step 2	2,928	2,957	3,010
Preschool Assistant Level I;	Step 3	3,018	3,048	3,103
In-House Suspension Aide;				
Health Services Aide				
<b>Educational Assistant II</b>				
Level A: Preschool Assistant;	Step 1	2,526	2,551	2,597
Level II (Head Start)	Step 2	3,027	3,057	3,112
	Step 3	3,118	3,149	3,206
Level B: Preschool Assistant;	Step 1	2,612	2,638	2,685
Level II (Child Cared - Career Dev.)	Step 2	3,125	3,156	3,213
	Step 3	3,218	3,250	3,309
<b>Educational Assistant III</b>				
Level A				
Learning Support Aide;	Step 1	2,977	3,007	3,061
Emotional Support Aide;	Step 2	3,551	3,587	3,652
Vision Support Aide	Step 3	3,657	3,694	3,760
Level B				
Attendance Assistant;	Step 1	3,580	3,616	3,681
Classroom Communications Aide	Step 2	3,686	3,723	3,790
Level C				
Assistive Technology Aide	Step 1	3,699	3,736	3,803
Teen Advocate	Step2	3,810	3,848	3,917
<b>Classroom Assistant</b>				
Life Skills; Physical Autistic	Step 1	2,497	2,522	2,567
Multi-Handicapped Support;	Step 2	2,560	2,586	2,633
Monitoring Aide	Step 3	2,968	2,998	3,052
	Step 4	3,341	3,374	3,435

**Assistant Teacher**

TMR Vocational Training Program;	Level I	3,332	3,365	3,426
Project Liaison; Preschool Group	Level II	3,462	3,497	3,560
Leader (Child Care -Career Dev.);	Level III	3,579	3,615	3,680
School to Work	Level IV	3,699	3,736	3,803

**Student Services Assistant<sup>1</sup>**

3,835	3,873	3,943
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**JROTC Noncommissioned  
Instructional Assistant**

4,269	4,312	4,390
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**Security Aide<sup>2</sup>**

Step 1	3,276	3,309	3,369
Step 2	3,374	3,408	3,469
Step 3	3,476	3,511	3,574

**School District Police Officer\*\*\***

Step 1	3,910	3,949	4,020
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**Senior School District Police Officer\*\*\***

Step 2	4,145	4,186	4,262
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**Resident Security Specialist<sup>3</sup>**

Step 3	4,394	4,438	4,518
Step 4	4,526	4,571	4,653

**Senior Security Aide**

Step 1	3,431	3,465	3,527
Step 2	3,534	3,569	3,633
Step 3	3,640	3,676	3,742

\*The Annual salary rate shall be either as shown or at the rate as appropriated by the Federal Government for military pay increases, whichever is the greater amount.

\*\*\*Applies only to those security employees who have completed an Act 77 certification, or the equivalent.

<sup>1</sup>This salary rate is applicable to individuals employed as Student Services Assistants on or after July 1, 2006. The salary schedule applicable to Student Services Assistants hired into that position prior to July 1, 2006, is set forth in Addendum "A" of this Agreement.

<sup>2</sup>Incumbant Senior Security Aides, added to the unit as of February, 1998, are grandfathered for the purposes of salary and longevity entitlement, as well as all other provisions specified in the April 1998 Agreement reached between the District and the PFT.

<sup>3</sup>Incumbant Resident Security Specialists, added to the unit as of February 1997, are grandfathered for the purpose of salary and longevity entitlements, as well as all other provisions specified in the April 1998 Agreement reached between the District and the PFT.

**HOURLY RATES**

	<b>7/1/2014</b>	<b>7/1/2015</b>	<b>7/1/2016</b>
Vocational/Technical Instructional Assistant	23.48	23.71	24.14
Vocational Assistant	24.82	25.07	25.52
Aide for Students with Disabilities	13.05	13.18	13.42

Note: Where applicable and authorized, the extended workday differential for paraprofessional employees shall be \$1,000 per year.

**Student Services Assistant**

Pursuant to a unit clarification to the Paraprofessional Collective Bargaining Agreement of Theo job category Student Services Assistant, individuals serving as Student Services Assistants at that time were grandfathered on the former Support Salary Schedule. It was agreed that they would continue to receive the step movements they would have received as Support employees. New Student Services Assistants employed subsequent to July 1, 2006 will receive the flat monthly rate set forth in Article 40. Paraprofessional Salary Schedule. The schedule for grandfathered Student Services Assistant is as follows:

	<b>7/1/2014</b>	<b>7/1/2015</b>	<b>7/1/2016</b>
Step 1	3,835	3,873	3,943
Step 2	3,889	3,928	3,999
Step 3	3,996	4,036	4,109
Step 4	4,115	4,156	4,231
Step 5	4,228	4,270	4,347
Step 6	4,346	4,389	4,468
Step 7	4,458	4,503	4,584
Step 8	4,578	4,624	4,707
Step 9	4,684	4,731	4,816
Step 10	4,805	4,853	4,940