PITTSBURGH FEDERATION OF TEACHERS

Teachers/Professionals
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

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Extension Summary

A. **Length of Extension Agreement**

This two-year extension will be in effect 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.

B. **Wages**

1. All salary schedules shall be increased by 1.0% on step retroactive to the start of the 2015-2016 school year (see attached salary schedules on pages 2-14.)
2. Step movement will occur during the 2016-2017 school year.
3. All salary schedules shall be increased by 1.8% on step effective with the start of the 2016-2017 school year.

C. **Healthcare Benefits/Post-Retirement Healthcare**

1. All current healthcare benefits provided to teachers and other professionals continue for the term of this tentative agreement without new costs.
2. Post-Retirement healthcare insurance continues without interruption or reduction for the duration of this agreement.

D. **Improvements in Salary/Benefits for our Substitutes**

1. The daily substitute teacher rate shall be increased to $120 (up from $100).
2. Day-to-day substitute teachers shall advance to the $136 daily rate following two consecutive semesters of working 40 days or more and shall retain that rate for the duration of employment as an active substitute teacher accepting assignments.

E. **CAPA Chairpersons Role Confirmed --- New Article 77**

Article 77 codifies specific language and practice that was agreed to during the span of the 2010-15 CBA and recognizes Art Department Chairpersons as educational leaders in the school.

F. **Pioneer Allocated Intramural Program Hours --- Article 117**

Pioneer is ensured the allotment of 100 intramural hours per school year for preparation and participation in intramurals and athletics, including "Special Olympics." (PFT Clarification Note: Conroy already is afforded these hours by contract.)

G. **Mileage Notification Procedures Expanded --- Article 151**

District is obligated to inform all employees of the mileage reimbursement process at time of hire and shall maintain information on the district website.

H. **Memorandum of Understanding - January 25, 2008 --- Domestic Partner Benefits**

Domestic partner benefits will no longer be available effective July 1, 2016.

I. **Administration of the Two-Year Contract Extension**

All other Articles and terms of the 2010-2015 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise.

Article 95: SALARY SCHEDULES FOR TEACHERS

Bachelor's Degree

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
					→	1	40,736		
			1	40,016	→	2	42,516	2,500	6.25%
1	39,620	→	2	41,764	→	3	44,006	4,386	11.07%
2	41,350	→	3	43,228	→	4	45,363	4,013	9.70%
3	42,800	→	4	44,561	→	5	46,854	4,054	9.47%
4	44,120	→	5	46,026	→	6	48,314	4,194	9.51%
5	45,570	→	6	47,460	→	7	49,661	4,091	8.98%
6	46,990	→	7	48,783	→	8	51,050	4,060	8.64%
7	48,300	→	8	50,147	→	9	52,571	4,271	8.84%
8	49,650	→	9	51,641	↘	10a	68,349		
9	51,130	↘	10a	67,140		10b	85,647	35,997	70.40%
10a			10b	84,133	→	10b	85,647	34,517	67.51%
10b	83,300	→	10b	84,133	→	10b	85,647	2,347	2.82%

Advance Study Credit
Bachelor's + 10 Credits --- $300
Bachelor's + 20 Credits

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

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

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	42,885		
			1	42,127	→	2	44,839	2,712	6.44%
1	41,710	→	2	44,046	→	3	46,577	4,867	11.67%
2	43,610	→	3	45,753	→	4	47,913	4,303	9.87%
3	45,300	→	4	47,066	→	5	49,353	4,053	8.95%
4	46,600	→	5	48,480	→	6	50,823	4,223	9.06%
5	48,000	→	6	49,924	→	7	52,098	4,098	8.54%
6	49,430	→	7	51,177	→	8	53,383	3,953	8.00%
7	50,670	→	8	52,439	→	9	54,792	4,122	8.13%
8	51,920	→	9	53,823	↘	10a	71,504		
9	53,290	↘	10a	70,240		10b	89,760	37,840	71.01%
10a	69,545		10b	88,173	→	10b	89,760	36,470	68.44%
10b	87,300	→	10b	88,173	→	10b	89,760	2,460	2.82%

Advance 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

Certain Earned Doctorates stay at---$2,000

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

CAREER LADDER SALARY SCHEDULE

Level 1	Jun-15			Sep-15			Sep-16	***Total Increase**	
STEP								Salary	%
						1	41,127		
			1	40,400	→	2	42,155		
1	40,000	→	2	41,410	→	3	43,184	3,184	7.96%
2	41,000	→	3	42,420	→	4	49,353	8,353	20.37%
3	42,000	→	4	48,480	→	5	51,409	9,409	22.40%
4	48,000	→	5	50,500	→	6	53,465	5,465	11.39%
5	50,000	→	6	52,520	→	7	55,522	5,522	11.04%
6	52,000	→	7	54,540	→	8	57,578	5,578	10.73%
7	54,000	→	8	56,560	→	9	59,634	5,634	10.43%
8	56,000	→	9	58,580	→	10	61,691	5,691	10.16%
9	58,000	→	10	60,600	→	10	61,691	3,691	6.36%
10	60,000	→	10	60,600	→	10	61,691	1,691	2.82%

Level 2	Jun-15			Sep-15			Sep-16	***Total Increase**	
STEP								Salary	%
						5	56,550		
			5	55,550	→	6	59,634		
5	55,000	→	6	58,580	→	7	62,719	7,719	14.03%
6	58,000	→	7	61,610	→	8	65,804	7,804	13.46%
7	61,000	→	8	64,640	→	9	68,888	7,888	12.93%
8	64,000	→	9	67,670	→	10	71,973	7,973	12.46%
9	67,000	→	10	70,700	→	10	71,973	4,973	7.42%
10	70,000	→	10	70,700	→	10	71,973	1,973	2.82%

Level 3	Jun-15			Sep-15			Sep-16	***Total Increase**	
STEP								Salary	%
						8	74,029		
			8	72,720	→	9	78,142		
8	72,000	→	9	76,760	→	10	82,254	10,254	14.24%
9	76,000	→	10	80,800	→	10	82,254	6,254	8.23%
10	80,000	→	10	80,800	→	10	82,254	2,254	2.82%

Level 4	Jun-15			Sep-15			Sep-16	***Total Increase**	
STEP								Salary	%
						8	82,254		
			8	80,800	→	9	92,536		
8	80,000	→	9	90,900	→	10	102,818	22,818	28.52%
9	90,000	→	10	101,000	→	10	102,818	12,818	14.24%
10	100,000	→	10	101,000	→	10	102,818	2,818	2.82%

Advance Study Credit

NBPTS Certification ---------- $4,600

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

ARTICLE 96

SALARY SCHEDULE FOR COUNSELORS

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

STEP	Jun-15			Sep-15			Sep-16	**Total Increase	
								Salary	%
						1	43,194		
			1	42,430	→	2	45,147	2,717	6.40%
1	42,010	→	2	44,349	→	3	46,885	4,875	11.60%
2	43,910	→	3	46,056	→	4	48,222	4,312	9.82%
3	45,600	→	4	47,369	→	5	49,661	4,061	8.91%
4	46,900	→	5	48,783	→	6	51,131	4,231	9.02%
5	48,300	→	6	50,227	→	7	52,407	4,107	8.50%
6	49,730	→	7	51,480	→	8	53,691	3,961	7.97%
7	50,970	→	8	52,742	→	9	55,100	4,130	8.10%
8	52,220	→	9	54,126	↘	10a	71,813		
9	53,590	↘	10a	70,543		10b	90,069	37,849	72.48%
10a	69,845		10b	88,476	→	11	90,377	36,787	68.65%
10b	87,600	→	11	88,779	→	12	90,685	3,085	3.52%
11	87,900	→	12	89,082	→	13	90,994	3,094	3.52%
12	88,200	→	13	89,385	→	14	91,611	3,411	3.87%
13	88,500	→	14	89,991	→	14	91,611	3,111	3.52%
14	89,100	→	14	89,991	→	14	91,611	2,511	2.82%

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

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

ARTICLE 97: SALARY SCHEDULE FOR PSYCHOLOGISTS

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

STEP	Jun-15			Sep-15			Sep-16	**Total Increase	
								Salary	%
						1	49,661		
			1	48,783	→	2	51,131	2,348	4.81%
1	48,300	→	2	50,227	→	3	52,407	4,107	8.50%
2	49,730	→	3	51,480	→	4	53,691	3,961	7.97%
3	50,970	→	4	52,742	→	5	55,100	4,130	8.10%
4	52,220	→	5	54,126	↘	6a	71,813		
5	53,590	↘	6a	70,543		6b	90,069	37,849	72.48%
6a	69,845		6b	88,476	→	7	90,377	36,787	68.65%
6b	87,600	→	7	88,779	→	8	90,685	3,085	3.52%
7	87,900	→	8	89,082	→	9	90,994	3,094	3.52%
8	88,200	→	9	89,385	→	10	91,611	3,411	3.87%
9	88,500	→	10	89,991	→	10	91,611	3,111	3.52%
10	89,100	→	10	89,991	→	10	91,611	2,511	2.82%

*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.

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

ARTICLE 98: SALARY SCHEDULE FOR SOCIAL WORKERS

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

STEP	Jun-15			Sep-15			Sep-16	*Total Increase	
								Salary	%
						1	43,194		
			1	42,430	→	2	45,147	2,717	6.40%
1	42,010	→	2	44,349	→	3	46,885	4,875	11.60%
2	43,910	→	3	46,056	→	4	48,222	4,312	9.82%
3	45,600	→	4	47,369	→	5	49,661	4,061	8.91%
4	46,900	→	5	48,783	→	6	51,131	4,231	9.02%
5	48,300	→	6	50,227	→	7	52,407	4,107	8.50%
6	49,730	→	7	51,480	→	8	53,691	3,961	7.97%
7	50,970	→	8	52,742	→	9	55,100	4,130	8.10%
8	52,220	→	9	54,126	↘	10a	71,813		
9	53,590	↘	10a	70,543		10b	90,069	37,849	72.48%
10a	69,845		10b	88,476	→	11	90,377	36,787	68.65%
10b	87,600	→	11	88,779	→	12	90,685	3,085	3.52%
11	87,900	→	12	89,082	→	13	90,994	3,094	3.52%
12	88,200	→	13	89,385	→	14	91,611	3,411	3.87%
13	88,500	→	14	89,991	→	14	91,611	3,111	3.52%
14	89,100	→	14	89,991	→	14	91,611	2,511	2.82%

*Social Workers work year is 195 days. The three extra days (in addtion 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 effec for the new school year. The workday is eight (8) hours.

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

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

STEP	Jun-15	Sep-15	Sep-16	*Total Increase	
				Salary	%
10b	84,200	85,042	86,573	2,373	2.82%

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

ARTICLE 99

SALARY SCHEDULES FOR SCHOOL NURSE PRACTITIONERS AND DENTAL HYGIENISTS

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

STEP	Jun-15			Sep-15			Sep-16	**Total Increase	
								Salary	%
						1	41,045		
			1	40,319	→	2	42,824	2,505	6.21%
1	39,920	→	2	42,067	→	3	44,315	4,395	11.01%
2	41,650	→	3	43,531	→	4	45,672	4,022	9.66%
3	43,100	→	4	44,864	→	5	47,163	4,063	9.43%
4	44,420	→	5	46,329	→	6	48,623	4,203	9.46%
5	45,870	→	6	47,763	→	7	49,970	4,100	8.94%
6	47,290	→	7	49,086	→	8	51,358	4,068	8.60%
7	48,600	→	8	50,450	→	9	52,879	4,279	8.80%
8	49,950	→	9	51,944	↘	10a	68,657		
9	51,430	↘	10a	67,443		10b	85,956	36,006	72.08%
10a	66,775		10b	84,436	→	11	86,264	34,834	67.73%
10b	83,600	→	11	84,739	→	12	86,573	2,973	3.56%
11	83,900	→	12	85,042	→	12	86,573	2,673	3.19%
12	84,200	→	12	85,042	→	12	86,573	2,373	2.82%

*School Nurse Practitioners and Dental Hygenists work year is 195 days. The three extra days (in addtion 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 effec for the new school year. The workday is eight (8) hours.

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

ARTICLE 100

SALARY SCHEDULES FOR SCHOOL NURSE PRACTITIONERS AND DENTAL HYGIENISTS

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

STEP	Jun-15			Sep-15			Sep-16	**Total Increase	
								Salary	%
						1	43,194		
			1	42,430	→	2	45,147	2,717	6.40%
1	42,010	→	2	44,349	→	3	46,885	4,875	11.60%
2	43,910	→	3	46,056	→	4	48,222	4,312	9.82%
3	45,600	→	4	47,369	→	5	49,661	4,061	8.91%
4	46,900	→	5	48,783	→	6	51,131	4,231	9.02%
5	48,300	→	6	50,227	→	7	52,407	4,107	8.50%
6	49,730	→	7	51,480	→	8	53,691	3,961	7.97%
7	50,970	→	8	52,742	→	9	55,100	4,130	8.10%
8	52,220	→	9	54,126	↘	10a	71,813		
9	53,590	↘	10a	70,543		10b	90,069	37,849	72.48%
10a	69,845		10b	88,476	→	11	90,377	36,787	68.65%
10b	87,600	→	11	88,779	→	12	90,685	3,085	3.52%
11	87,900	→	12	89,082	→	13	90,994	3,094	3.52%
12	88,200	→	13	89,385	→	14	91,611	3,411	3.87%
13	88,500	→	14	89,991	→	14	91,611	3,111	3.52%
14	89,100	→	14	89,991	→	14	91,611	2,511	2.82%

*School Nurse Practitioners and Dental Hygenists work year is 195 days. The three extra days (in addtion 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 effec for the new school year. The workday is eight (8) hours.

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

ARTICLE 101: SALARY SCHEDULES FOR SCHOOL TO WORK TRANSITION TEACHERS

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

STEP	Jun-15			Sep-15			Sep-16	**Total Increase	
								Salary	%
						1	45,147		
			1	44,349	→	2	46,885	2,536	5.72%
1	43,910	→	2	46,056	→	3	48,222	4,312	9.82%
2	45,600	→	3	47,369	→	4	49,661	4,061	8.91%
3	46,900	→	4	48,783	→	5	51,131	4,231	9.02%
4	48,300	→	5	50,227	→	6	52,407	4,107	8.50%
5	49,730	→	6	51,480	→	7	53,691	3,961	7.97%
6	50,970	→	7	52,742	→	8	55,100	4,130	8.10%
7	52,220	→	8	54,126	↘	9a	71,813		
8	53,590	↘	9a	70,543		9b	90,069	37,849	72.48%
9a	69,845		9b	88,476	→	9b	90,069	36,479	68.07%
9b	87,600	→	9b	88,476	→	9b	90,069	2,469	2.82%

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

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

ARTICLE 102: 12 MONTH/CALENDAR YEAR PFT-REPRESENTED PROFESSIONALS

(Including Staff Development and Technology Support Specialist, Instructional and Program Advisor for Early Intervention)

Bachelor's Degree Salary Schedule

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	49,764		
			1	48,884	→	2	51,358	2,474	5.06%
1	48,400	→	2	50,450	→	3	52,746	4,346	8.98%
2	49,950	→	3	51,813	→	4	54,031	4,081	8.17%
3	51,300	→	4	53,076	↘	5a	69,865		
4	52,550	↘	5a	68,630		5b	87,190	35,890	69.96%
5a	67,950		5b	85,648	→	5b	87,190	34,640	65.92%
5b	84,800	→	5b	85,648	→	5b	87,190	2,390	2.82%

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

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	52,540		
			1	51,611	→	2	53,671	2,060	3.99%
1	51,100	→	2	52,722	→	3	55,060	3,960	7.75%
2	52,200	→	3	54,086	→	4	56,344	4,144	7.94%
3	53,550	→	4	55,348	↘	5a	73,618		
4	54,800	↘	5a	72,316		5b	92,433	38,883	72.61%
5a	71,600		5b	90,799	→	5b	92,433	37,633	68.67%
5b	89,900	→	5b	90,799	→	5b	92,433	2,533	2.82%

ARTICLE 103: ADJUNCT TEACHER SALARY SCHEDULES AND HOURLY RATES

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	40,171		
			1	39,461	→	2	42,732	3,271	8.29%
1	39,070	→	2	41,976	→	3	44,304	5,234	13.40%
2	41,560	→	3	43,521	→	4	45,476	3,916	9.42%
3	43,090	→	4	44,672	→	5	46,741	3,651	8.47%
4	44,230	→	5	45,915	→	6	48,550	4,320	9.77%
5	45,460	→	6	47,692	→	7	50,134	4,674	10.28%
6	47,220	→	7	49,248	→	8	51,409	4,189	8.87%
7	48,760	→	8	50,500	→	9	56,118	7,358	15.09%
8	50,000	→	9	55,126	→	10	64,652	14,652	29.30%
9	54,580	→	10	63,509	→	10	64,652	10,072	18.45%
10	62,880	→	10	63,509	→	10	64,652	1,772	2.82%

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.**

ARTICLE 105: PRESCHOOL SALARY SCHEDULES

Sign Language Interpreter

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	29,478		
			1	28,957	→	2	31,329	2,372	8.19%
1	28,670	→	2	30,775	→	3	32,974	4,304	15.01%
2	30,470	→	3	32,391	→	4	36,151	5,681	18.64%
3	32,070	→	4	35,512	→	5	37,426	5,356	16.70%
4	35,160	→	5	36,764	→	6	40,809	5,649	16.07%
5	36,400	→	6	40,087	→	6	40,809	4,409	12.11%
6	39,690	→	6	40,087	→	6	40,809	1,119	2.82%

Certified Occupational Therapy Assistant (COTA) & Physical Therapy Assistants

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	38,043		
			1	37,370	→	2	40,099	2,729	7.30%
1	37,000	→	2	39,390	→	3	42,155	5,155	13.93%
2	39,000	→	3	41,410	→	4	44,212	5,212	13.36%
3	41,000	→	4	43,430	→	5	46,268	5,268	12.85%
4	43,000	→	5	45,450	→	6	51,409	8,409	19.56%
5	45,000	→	6	50,500	→	6	51,409	6,409	14.24%
6	50,000	→	6	50,500	→	6	51,409	1,409	2.82%

Family Services Specialists, Special Services Coordinators, Parent Involvement Volunteer Coordinator, Health Coordinators, Nutrition Specialist

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	40,181		
			1	39,471	→	2	42,721	3,250	8.23%
1	39,080	→	2	41,966	→	3	44,304	5,224	13.37%
2	41,550	→	3	43,521	→	4	47,327	5,777	13.90%
3	43,090	→	4	46,490	→	5	48,592	5,502	12.77%
4	46,030	→	5	47,733	→	6	53,414	7,384	16.04%
5	47,260	→	6	52,470	→	6	53,414	6,154	13.02%
6	51,950	→	6	52,470	→	6	53,414	1,464	2.82%

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

Preschool Teachers (Early Childhood), Level II

Bachelor's Degree

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	35,410		
			1	34,784	→	2	38,587	3,803	10.93%
1	34,440	→	2	37,905	→	3	41,764	7,324	21.27%
2	37,530	→	3	41,026	→	4	44,942	7,412	19.75%
3	40,620	→	4	44,147	→	5	46,217	5,597	13.78%
4	43,710	→	5	45,400	→	6	47,482	3,772	8.63%
5	44,950	→	6	46,642	→	7	48,869	3,919	8.72%
6	46,180	→	7	48,005	→	8	50,350	4,170	9.03%
7	47,530	→	8	49,460	→	9	51,830	4,300	9.05%
8	48,970	→	9	50,914	→	10	55,748	6,778	13.84%
9	50,410	→	10	54,762	→	10	55,748	5,338	10.59%
10	54,220	→	10	54,762	→	10	55,748	1,528	2.82%

Master's Degree

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	37,210		
			1	36,552	→	2	40,387	3,835	10.49%
1	36,190	→	2	39,673	→	3	43,564	7,374	20.38%
2	39,280	→	3	42,794	→	4	47,913	8,633	21.98%
3	42,370	→	4	47,066	→	5	49,291	6,921	16.33%
4	46,600	→	5	48,419	→	6	50,659	4,059	8.71%
5	47,940	→	6	49,763	→	7	52,149	4,209	8.78%
6	49,270	→	7	51,227	→	8	53,630	4,360	8.85%
7	50,720	→	8	52,682	→	9	55,121	4,401	8.68%
8	52,160	→	9	54,146	→	10	59,028	6,868	13.17%
9	53,610	→	10	57,984	→	10	59,028	5,418	10.11%
10	57,410	→	10	57,984	→	10	59,028	1,618	2.82%

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

ARTICLE 106
PRESCHOOL TEACHER (EARLY INTERVENTION SPECIAL EDUCATION), LEVEL III

Bachelor's Degree

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	40,736		
			1	40,016	→	2	42,516	2,500	6.25%
1	39,620	→	2	41,764	→	3	44,006	4,386	11.07%
2	41,350	→	3	43,228	→	4	45,363	4,013	9.70%
3	42,800	→	4	44,561	→	5	46,854	4,054	9.47%
4	44,120	→	5	46,026	→	6	48,314	4,194	9.51%
5	45,570	→	6	47,460	→	7	49,661	4,091	8.98%
6	46,990	→	7	48,783	→	8	51,050	4,060	8.64%
7	48,300	→	8	50,147	→	9	52,571	4,271	8.84%
8	49,650	→	9	51,641	→	10	56,807	7,157	14.41%
9	51,130	→	10	55,803	→	10	56,807	5,677	11.10%
10	55,250	→	10	55,803	→	10	56,807	1,557	2.82%

Master's Degree

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	42,885		
			1	42,127	→	2	44,839	2,712	6.44%
1	41,710	→	2	44,046	→	3	46,577	4,867	11.67%
2	43,610	→	3	45,753	→	4	47,913	4,303	9.87%
3	45,300	→	4	47,066	→	5	49,353	4,053	8.95%
4	46,600	→	5	48,480	→	6	50,823	4,223	9.06%
5	48,000	→	6	49,924	→	7	52,098	4,098	8.54%
6	49,430	→	7	51,177	→	8	53,383	3,953	8.00%
7	50,670	→	8	52,439	→	9	54,792	4,122	8.13%
8	51,920	→	9	53,823	→	10	60,086	8,166	15.73%
9	53,290	→	10	59,024	→	10	60,086	6,796	12.75%
10	58,440	→	10	59,024	→	10	60,086	1,646	2.82%

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

ARTICLE 107
FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULES

STEP	Jun-15			Sep-15			Sep-16	*Total Increase Salary	%
						1	39,441		
			1	38,744	→	2	40,181	1,437	3.71%
1	38,360	→	2	39,471	→	3	42,516	4,156	10.83%
2	39,080	→	3	41,764	→	3	42,516	3,436	8.79%
3	41,350	→	3	41,764	→	3	42,516	1,166	2.82%

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

ARTICLE 108
DAY-TO-DAY SUBSTITUTE TEACHERS DAILY RATES

1 Daily rates for certified day-to-day substitute teachers who work an unrestricted number of days:
   a. 7/16 -- $120
   b. Daily rates for day-to-day substitute teachers who have worked at least forty (40) days during each of the preceding two (2) consecutive semesters:
   7/16 -- $136 (Change: This rate, once achieved, will be retained for the duration of employment as an active substitute teacher.)

ATTACHMENT A
NEW Article 77 --- CAPA 6-12 Art Department Chairperson

1. The District and the Federation agree that the leadership role of Art Department Chairperson is an essential and unique teaching position in each of Pittsburgh CAPA 6-12's various artistic programs. The role of the Chairperson is to ensure that a qualified expert, who captures the unique educational and artistic vision of the respective art form, leads each art department.

2. Each Art Department Chairperson will work an eight (8) hour extended day and will be covered by Article 76 (Teachers in the Select Teacher Categories), Article 113 (Salary Differentials for Select Teacher Categories), and Article 114 (Extended Day Teaching Differential)

3. The position of Art Department Chairperson will be as follows:

   a. Serves as the artistic leader for the department and facilitates all departmental decision-making that meets the needs of all artists in their respective departments as well as provides instructional time to students. Chairpersons shall not be assigned more than three (3) 45-minute teaching periods per day.

   b. Serves as a member of the school's Instructional Cabinet and communicating pertinent information with staff in their respective departments.

   c. In conjunction with the principal, responsible for coordinating with adjunct arts faculty in the respective art form; including scheduling, curriculum implementation, attendance standards and grading policies.

   d. In conjunction with the Instructional Cabinet, responsible for recruitment of students and the administration of the audition process in the respective art form.

   e. In conjunction with the principal, responsible for implementation of the yearly budget allocated for that respective art form.

   f. Responsible for initiating, developing, and maintaining relationships with professional organizations in the Pittsburgh region and on the national level. This includes maintaining partnerships and collaborations with cultural, educational, performing and community organizations.

   g. In conjunction with the principal, organize, design and successfully schedule all students within the respective department.

   h. Responsible for conducting bi-monthly and/or weekly departmental meetings with all members of the respective arts staff.

   i. Responsible for providing students with and/or communicating opportunities to experience master classes, extra-curricular opportunities, artistic events, workshops and field trips for all students in their respective departments.

   j. Responsible for scheduling and presenting a variety of performances/student artistic works on an annual basis.

   k. Coordinate vocal, instrumental, theatre, dance and performance-based juries as well as portfolio reviews for visual and literary arts on-going basis.

l. Participate in the recruitment of and serve on the selection committee for any new faculty members.

m. Responsible for the design and successful implementation of a 6 – 12 arts curriculum.

n. Responsible for implementing a communication plan/strategy with faculty that supports communicating with parents/guardians regarding the behavior/conduct/development/performance of all artists within their respective departments.

o. Must successfully complete the Board's training program on observing and conferring skills. Successful completion of this training program is not a precondition for eligibility to be an Art Department Chairperson, but is a requirement for continuation as an Art Department Chairperson.

p. Will conduct observations/conferences and contribute to the formative evaluation of the professional Art staff in the Chairperson's respective department, but will not have supervisory or rating functions.

q. Will work with teachers assuring the art form area integrity and curriculum delivery through a positive and collegial process.

r. Will work with new adjunct teachers as a mentor and artistic leader.

s. Will serve as a liaison between adjunct teachers, school administration and the community.

t. Will serve as a collegial monitor of arts instruction through modeling, coaching, reviewing of lesson plans, discussion student concerns, etc.

Attachment B
Article 117 --- Intramural Programs

(only change is to Section 2.e.)

e. Conroy <u>and Pioneer Education Centers</u> shall continue to be allotted 100 hours per school year with these hours continuing to be applicable to preparations for and participation in intramurals and athletics, including the "Special Olympics" and other sports programs and intramural events.

Attachment C
Article 151 --- Mileage Allowance

(only change is to Section 2.)

2. The procedures for administering mileage allowances shall continue as established by the Board with input from the Federation. <u>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 reimbursement must comply with these requirements to be eligible for mileage reimbursement.</u>