

PITTSBURGH FEDERATION OF TEACHERS



Technical-Clerical Employees Tentative Collective Bargaining Agreement between the

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

July 1, 2020 through June 30, 2024



Pittsburgh Federation of Teachers
Four-Year Agreement for the Technical-Clerical Unit
November 1, 2021

Negotiators for the PFT and the School District reached a tentative agreement for the 20 employees covered by the Collective Bargaining Agreement for Technical-Clerical Employees between the Pittsburgh Board of Education and the Pittsburgh Federation of Teachers.

Provisions of this tentative agreement are presented in this document. Acceptance or rejection of this tentative agreement will be conducted by mail ballot. This information and a ballot will be mailed to all full PFT members who have provided the PFT with their personal email addresses.

A. Length of Agreement

The term of this agreement will be four (4) years, covering the period July 1, 2020 through June 30, 2024. All terms and provisions of this agreement shall be prospective unless otherwise another date is specified.

B. Salaries

- Technical-Clerical Employees who are not on the top step will see a 15-20% salary increase across the 4 years and 70% if they reach the top step.
- Technical-Clerical Employees who are on the top step will see a 5.9% salary increase from 2021 to 2023 and will receive a \$750 bonus for 2020.

2020-2021 all salary schedules:

- Step advancement/retroactive pay for all internal steps retroactive to the technical-clerical employee's increment date.
- \$750 bonus (prorated) for all technical-clerical employees at the top step in 2019-2020—payment of the lump sum bonus shall be made before December 25, 2021 provided the PFT notifies the District of

ratification on or before the close of business on November 23, so that the Board can hold a ratification vote that evening.

- Eligible employees who remain employed in a position in the bargaining unit as of the date of ratification who are eligible shall move on step retroactive to their increment date in 2020-2021. These payments shall be made as soon as practicable after ratification.
- Retirees who worked during the 2020-21 school year are eligible for retroactive compensation. Technical-Clerical employees who separated from the District prior to ratification and did not qualify as a retiree are not eligible for retroactive compensation.
- Retroactive payments for those who qualified for longevity after the completion of 22 years of satisfactory service and applied for it during status quo shall be made as soon as practicable following ratification.

2021-2022 all salary schedules:

- Top Step: 1.8% increase
- Internal Steps: 1.8% increase plus step movement.

2022-2023 all salary schedules:

- Top Step: 2.0% increase
- Internal Steps: 2.0% increase plus step movement.

2023-2024 all salary schedules:

- Top Step: 2.0% increase
- Internal Steps: 2.0% increase plus step movement

See Attachment A for all complete salary schedules

C. Health Care

The agreement maintains the current health care plans with no new or changed deductibles, no new or changed co-pays and no changes to the rate structure of the employee contributions.

D. Revisions to Article 11 – DUE PROCESS, DISCIPLINARY ACTION, TRANSFER PROCEDURES, AND DISCHARGE PROCEDURES

Language in this article has been updated to remove an unused process while preserving due process rights and the paid administrative leave prior to due process.

See Attachment B

E. Incorporation of Agreements into Contract Language

The Federation and the District agree to remove all fair share language and references to fair share fees from the Technical-Clerical Employee Collective Bargaining Agreement (Article 2 Section #17) in order to comply with changes in law.

F. Administration of the Four-Year Agreement

All other Articles and terms of the previous Technical-Clerical Employee Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this four-year agreement.

ATTACHMENT A

TECHNICAL-CLERICAL SALARY SCHEDULE

Steps	A	B	C	D	E	F	G
LEVEL 1							
7/1/2020	2,336	2,465	2,530	2,596	2,663	2,746	4,122
7/1/2021	2,378	2,509	2,576	2,643	2,711	2,795	4,196
7/1/2022	2,426	2,559	2,628	2,696	2,765	2,851	4,280
7/1/2023	2,475	2,610	2,681	2,750	2,820	2,908	4,366
LEVEL 2							
7/1/2020	2,426	2,557	2,621	2,689	2,761	2,842	4,273
7/1/2021	2,470	2,603	2,668	2,737	2,811	2,893	4,350
7/1/2022	2,519	2,655	2,721	2,792	2,867	2,951	4,437
7/1/2023	2,569	2,708	2,775	2,848	2,924	3,010	4,526
LEVEL 3							
7/1/2020	2,598	2,736	2,801	2,869	2,941	3,022	4,418
7/1/2021	2,645	2,785	2,851	2,921	2,994	3,076	4,498
7/1/2022	2,698	2,841	2,908	2,979	3,054	3,138	4,588
7/1/2023	2,752	2,898	2,966	3,039	3,115	3,201	4,680
LEVEL 4							
7/1/2020	2,668	2,818	2,884	2,958	3,028	3,120	4,581
7/1/2021	2,716	2,869	2,936	3,011	3,083	3,176	4,663
7/1/2022	2,770	2,926	2,995	3,071	3,145	3,240	4,756
7/1/2023	2,825	2,985	3,055	3,132	3,208	3,305	4,851
LEVEL 5							
7/1/2020	2,778	2,930	2,994	3,068	3,142	3,226	4,744
7/1/2021	2,828	2,983	3,048	3,123	3,199	3,284	4,829
7/1/2022	2,885	3,043	3,109	3,185	3,263	3,350	4,926
7/1/2023	2,943	3,104	3,171	3,249	3,328	3,417	5,025
LEVEL 6							
7/1/2020	2,823	2,977	3,059	3,131	3,222	3,314	4,930
7/1/2021	2,874	3,031	3,114	3,187	3,280	3,374	5,019
7/1/2022	2,931	3,092	3,176	3,251	3,346	3,441	5,119
7/1/2023	2,990	3,154	3,240	3,316	3,413	3,510	5,221
LEVEL 7							
7/1/2020	2,943	3,111	3,177	3,257	3,347	3,439	5,100
7/1/2021	2,996	3,167	3,234	3,316	3,407	3,501	5,192
7/1/2022	3,056	3,230	3,299	3,382	3,475	3,571	5,296
7/1/2023	3,117	3,295	3,365	3,450	3,545	3,642	5,402

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LEVEL 8

7/1/2020	3,006	3,171	3,256	3,347	3,440	3,541	5,289
7/1/2021	3,060	3,228	3,315	3,407	3,502	3,605	5,384
7/1/2022	3,121	3,293	3,381	3,475	3,572	3,677	5,492
7/1/2023	3,183	3,359	3,449	3,545	3,643	3,751	5,602

LEVEL 9

7/1/2020	3,071	3,253	3,347	3,440	3,541	3,657	5,502
7/1/2021	3,126	3,312	3,407	3,502	3,605	3,723	5,601
7/1/2022	3,189	3,378	3,475	3,572	3,677	3,797	5,713
7/1/2023	3,253	3,446	3,545	3,643	3,751	3,873	5,827

LEVEL 10

7/1/2020	3,207	3,394	3,486	3,583	3,685	3,797	5,722
7/1/2021	3,265	3,455	3,549	3,647	3,751	3,865	5,825
7/1/2022	3,330	3,524	3,620	3,720	3,826	3,942	5,942
7/1/2023	3,397	3,594	3,692	3,794	3,903	4,021	6,061

LEVEL 11

7/1/2020	3,295	3,488	3,590	3,689	3,802	3,919	5,929
7/1/2021	3,354	3,551	3,655	3,755	3,870	3,990	6,036
7/1/2022	3,421	3,622	3,728	3,830	3,947	4,070	6,157
7/1/2023	3,489	3,694	3,803	3,907	4,026	4,151	6,280

LEVEL 12

7/1/2020	3,418	3,612	3,715	3,826	3,939	4,062	6,182
7/1/2021	3,480	3,677	3,782	3,895	4,010	4,135	6,293
7/1/2022	3,550	3,751	3,858	3,973	4,090	4,218	6,419
7/1/2023	3,621	3,826	3,935	4,052	4,172	4,302	6,547

LEVEL 13

7/1/2020	3,509	3,722	3,832	3,942	4,070	4,210	6,416
7/1/2021	3,572	3,789	3,901	4,013	4,143	4,286	6,531
7/1/2022	3,643	3,865	3,979	4,093	4,226	4,372	6,662
7/1/2023	3,716	3,942	4,059	4,175	4,311	4,459	6,795

LEVEL 14

7/1/2020	3,670	3,874	3,984	4,099	4,227	4,370	6,674
7/1/2021	3,736	3,944	4,056	4,173	4,303	4,449	6,794
7/1/2022	3,811	4,023	4,137	4,256	4,389	4,538	6,930
7/1/2023	3,887	4,103	4,220	4,341	4,477	4,629	7,069

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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

	7/1/2020	7/1/2021	7/1/2022	7/1/2023
Parent Engagement Specialist I	2,753	2,803	2,859	2,916
Parent Engagement Specialist II	4,475	4,556	4,647	4,740
Board Driver	4,418	4,498	4,588	4,680
Auditor III	6,962	7,087	7,229	7,374

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

Article 11
DUE PROCESS, DISCIPLINARY ACTION, TRANSFER PROCEDURES, AND
DISCHARGE PROCEDURES

1. The Board has the right to take disciplinary action against a technical-clerical employee for just cause. A technical-clerical employee is entitled to be accompanied by a Federation representative at any meeting with a Board representative which could lead to any type of disciplinary action being taken against the employee. In the event of any such meeting, the technical-clerical employee shall be given a reasonable opportunity to contact a Federation representative if the employee elects not to waive Federation representation. If a technical-clerical employee desires representation by the Federation at such a meeting, the employee must request Federation representation before the meeting begins or representation shall be presumed waived for that meeting. This provision shall not apply to a rating conference with a technical-clerical employee.
2. Where any disciplinary action involving a technical-clerical employee is undertaken, it shall be handled in a manner designed to avoid embarrassment for the technical-clerical employee before other persons.
3. Any disciplinary action involving a technical-clerical employee may be processed as a grievance through the regular grievance procedure, except as provided in Section 87 of this Article.
4. No Board-initiated transfer of a technical-clerical employee shall be made for arbitrary or capricious reasons.
5. The Board shall not discharge any technical-clerical employee without just cause. ~~If in any case the Board feels there is just cause for an actual discharge, the paraprofessional involved will first be suspended without pay for five (5) school days. A written notice of the nature and grounds for the suspension and intended discharge will be mailed to the paraprofessional employee within twenty-four (24) hours of the suspension. A copy of this written notice will be forwarded simultaneously to the Federation. At the request of the Federation a hearing will be held on the proposed discharge, such hearing to be held within the time period of the five (5) school day suspension. Within three (3) school days after the hearing, the Board will notify the Federation whether the five (5) day suspension is reversed, modified, sustained or converted to a discharge.~~
6. ~~Within five (5) school days after the receipt of the Board's decision, the Federation shall have the right to process a written grievance at the second level of the grievance procedure, and the matter shall be handled in accordance with this procedure, including arbitration if requested by either the Federation or the Board.~~
- 7.6. Any technical-clerical employee found to be suspended or discharged unjustly shall be reinstated with full compensation for all lost time and with full restoration of all other

ATTACHMENT B

rights and conditions of employment. In determining full compensation, the Board shall be given credit for all monies earned or received by the technical-clerical employee during his/her suspension which he/she would not otherwise have accrued.

- 8.7. The provisions of this Article shall not apply to any technical-clerical employee during the first ninety (90) days of employment. During this ninety (90) day period, the Board may discipline or discharge an employee, but such discipline or discharge shall not constitute a grievance under this Agreement.