

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, 2024 through June 30, 2028



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Pittsburgh Federation of Teachers
Four-Year Agreement for the Paraprofessional Employees
October 31, 2024

Negotiators for the PFT and the School District reached a tentative agreement for the employees covered by the Collective Bargaining Agreement for Technical-Clerical Employees between the Pittsburgh Board of Public 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 in the Technical-Clerical unit as well as emailed to those full members who have provided the PFT with their personal email addresses. Ballots and this document will be U.S. mailed on or about November 14, 2024. The Ballots will be counted on December 3, 2024.

A. Length of Agreement

The term of this agreement shall be four (4) years, covering the period July 1, 2024 through June 30, 2028. All terms and provisions of this agreement shall be prospective unless otherwise another date is specified.

B. Residency

The parties agree to **remove Article 58 Residency, Sections 1 – 3** in their entirety and replace with, ***“No employee covered by this collective bargaining agreement shall have a residency requirement.”***

C. Salaries (See Attachment I for all Technical-Clerical CBA Salary Schedules.)

- Retroactive pay for all steps retroactive to July 1, 2024 for all current employees who are employed the date of ratification.
- Step advancement retroactive to the professional's increment date.

Retroactive payments will be made as soon as practicable.

2024-28 salary schedules:

- \$6,289 to \$10,623 increase at the top across 4 years.
- 12.0% or greater pay increase across 4 years.
- Internal step movement of at least \$6,000 across 4 years (step + % on step)
- The parties agree that the salaries in Article 36 shall be increased as follows (except where otherwise provided):

2024-25 3.25%

2025-26 2.75%

2026-27 2.75%

2027-28 2.75%

D. Job Title Changes

The parties agree to update Article 24 to replace Computer Support Specialist position with Field Support Specialist. Additionally, the parties agree to remove Job Classifications and Levels for Specialist (Technology), Technology Specialist, Technology Systems Specialist.

TECHNICAL-CLERICAL JOB CLASSIFICATIONS AND LEVELS

Title	Level
Accountant II	10
Accountant III	12
Assistant Mechanical Engineer	14
Auditor I	9
Auditor II	14
Building Inspector	11
Computer Support Specialist	14
Construction Assistant	10
Contract Agent	10
Design Drafter I	12
Design Drafter II	14
Drafter	11
Electrical Inspector	11
Expeditor	9
Field Support Specialist	14
LAN Support Specialist	14
Materials Technology Specialist	12
Materials Expeditor	6
Mechanical Inspector	11D-G
Media Electronics Technician	14
Multi-Media Technician	9
Senior Technical Support Coordinator	14
Specialist (Technology)	14
Technical Librarian	13
Technology Specialist	14
Technology Systems Specialist	12
Telecommunications and System Specialist	12D-G

E. Longevity – Article 29

The parties agree that Article 29 shall be amended with a new Section 3:

Effective with the **2025-2026 school year**, the longevity increment for Technical-Clerical employees who have completed the applicable years of service with the Pittsburgh Public Schools and have a rating of satisfactory shall have added to their base wages the following:

5 years	\$500
10 years	\$1,000
15 years	\$1,500
20 years	\$2,000
25 years	\$2,500
30+ years	\$3,000

The appropriate proration shall continue to be made for eleven (11) and ten (10) month employees. Employees currently receiving longevity will be migrated to the new longevity scale.

F. Various Compensation Changes

1. Extended Day Differential

Remove from Article 24:

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

Note: Any time worked beyond the normal workday shall be paid at the employee's hourly or overtime rate.

2. Elimination of "workshop" rate.

Article 25 is deleted from the collective bargaining agreement (CBA). Hourly or overtime rates shall apply to work hours beyond the normal workday.

G. Severance

The parties agree to amend Article 30, Sections 4 and 5 so that the amount of severance payments made to both retirees and resignees is \$75 per applicable accrued benefit day. The edits to the Article's language are applicable to employees who sever employment after ratification of the Agreement.

ARTICLE 30 SEVERANCE PAY AND SEVERING EMPLOYMENT

4. For retirees, payment for unused accumulated sick leave and personal leave days shall be as follows:
 - a. Accumulation of sick leave days is without limit for purposes of severance pay computation.
 - b. Retirees shall be entitled to payment of one-half (1/2) of their unused accumulated sick leave days.
 - c. Payment shall be made at the rate of ~~\$63~~ **\$75** per accumulated day. ~~effective September 1, 2006.~~
5. For resignees, payment for unused accumulated sick leave and personal leave days shall be as follows:
 - a. Accumulation of sick leave days is without limit for purposes of severance pay computation.
 - b. Resignees shall be entitled to payment for one-third (1/3) of their unused accumulated sick leave days.
 - c. Payment shall continue to be made at the rate of ~~\$60~~ **\$75** per accumulated day.

H. 12-Month Vacation Language

ARTICLE 53 VACATIONS

Federation-represented twelve-month technical-clerical personnel shall continue to be entitled to receive paid vacations annually in accordance with the Board's vacation procedures applying to such technical-clerical employment classifications. ~~during the term of the previous Agreement.~~ **according to the following provisions.**

1. **Vacation time with full pay will be granted to regular, twelve-month Federation represented employees upon hire. After the first year of employment, vacation days will be granted annually on an employee's anniversary (increment) date.**
2. **The vacation schedule for twelve-month Federation represented employees shall be as specified below:**

Years of Employment	Annual Allotment of Vacation Days
0-4	10
5-9	15
10-14	20
15+	25

3. **Employees will be able to carryover up to half of their prior year allotment of vacation days, if those days remain unused. Unused vacation days will carryover on the employee's anniversary (increment) date as follows:**

Annual Allotment of Vacation Days	Unused Vacation Day Carryover Eligibility
10	5
15	7.5
20	10
25	12.5

4. **Employees who retire, resign or otherwise terminate employment with the District and who have a current balance of vacation days may be paid for the proportionate vacation earned and unused at the time of separation those vacation days as part of the payment of severance, if eligible in accordance with Article 46. Vacation days that have been carried over from the prior year are not eligible for payout.**
5. **Generally, all vacations should be taken during the months of July and August. Requests for the use of vacation days should be provided by the employee as soon as practicable via the District's absence management system. The final decision as to the dates for taking vacations shall be made by the appropriate supervisor after taking into consideration all of the circumstances involved. The supervisor will provide a timely response.**
6. **Employees who transfer into positions that are not eligible for vacation may be paid for the proportionate vacation earned and unused at the time of transfer. Vacation days that have been carried over for the prior year are not eligible for payout.**

I. Overtime

The parties agree to revise Article 23 – Overtime as follows:

ARTICLE 23 OVERTIME PROVISIONS

The overtime provisions contained in this Article shall be applicable to all technical-clerical employees covered by this Agreement.

1. Overtime pay at the rate of time-and-one-half shall be paid for all hours worked in excess of forty (40) in any workweek and at the rate of double time for all hours worked on the seventh consecutive workday in the workweek. ~~Double time shall always apply to work performed on Sunday.~~
- ~~2. Compensatory time off at the applicable overtime rate may be granted in lieu of overtime pay by mutual agreement between the Board and the employee involved.~~
2. The workweek for the purposes of overtime calculations only shall be seven (7) consecutive days beginning at 12:01 a.m. on Monday. This workweek definition shall not be used in interpreting or applying any other Article(s) of this Agreement or in applying or defining any other wage, hour, or working condition matters that are mandatory subjects for collective bargaining under Act 195 of 1970.
- ~~4. Unworked hours shall not be counted towards overtime compensation except as provided in Subsection a. and b. below:~~
 - ~~a. An unworked holiday shall be counted towards overtime compensation as provided for by this Article if said holiday would have been worked but for the holiday.~~
 - ~~b. An unworked vacation day(s) shall be counted towards over-time calculation.~~
3. Overtime pay shall not be duplicated for any hour or set of hours worked in a complete workweek. Hours which are compensated for at the overtime rate of pay shall not be counted further for any purpose in determining overtime pay under this or any other provision(s) of this Agreement.
- ~~6. Employees working on any paid holiday shall be paid one and one-half (1 1/2) times their regular rate for all hours worked plus unworked holiday pay on such holiday.~~

J. Bi-Weekly Pay

Summary: The District sought to move from 2 pays per month to bi-weekly pay. For the District, bi-weekly pay will help with accuracy of pay checks because of the gap between the pay period end date and the pay date. Currently, PFT-represented employees are paid on the 15th and the last day of the month, with both those days part of the pay period (e.g., the pay period for the pay on the 15th is the 1st through the 15th). In the current system, pay is reported to payroll a week before things happen.

There is no 12-month pay option for 10-month employees.

Each paycheck will have the pay for the exact number of days in the pay period. There generally will be 26 paychecks instead of 24 for 12-month employees and 22 pay checks per year instead of 20 for 10-month employees. For 10-month employees, generally the first paycheck in September and the last paycheck in June (or maybe early July) may only have a few days in it.

Because the number of days in a pay period varies, the gross pay varies, too. But, except for a handful of pays, there will be fairly consistent amounts every two weeks. For 12-

month employees with paid vacation, the variation will be negligible. See Attachment II for pay periods and pay dates for 2025-26 and 2026-27.

Tentative Agreement:

The parties agree to revise applicable provisions of their Agreement to reflect **bi-weekly pay which will be effective July 1, 2025**. The parties will work together to resolve contractual changes with reference monthly payroll deductions to conform to a bi-weekly pay system.

K. Health Care

Summary: The healthcare plans (Highmark and UPMC) remain substantially the same. There will be a \$5 increase in pharmacy and chiropractic co-pays. An in-network wellness deductible is waived each year when the plan participant (employee) gets a physical and completes a wellness survey. If the participant (employee) does not get a physical and/or does not complete the wellness survey during 2025, then in-network deductibles apply starting in 2026. This repeats each year. There are no in-network deductibles in 2025. Out-of-network deductibles are increased. (**See Attachment IV**)

Tentative Agreement:

The Federation and the District agree to update Articles 39-41 with changes to the current group health insurance plan/benefit as follows:

- Change to Highmark Performance Blue
- Change to Highmark Medical Specialty Site of Care
- Change Pharmacy Co-pays from \$10/\$20/\$40/\$40 to \$15/\$25/\$45/\$45
- Change Chiropractic co-pays from \$15 to \$20 (enhanced) and \$25 to \$30 (standard)
- Implement Wellness program/deductible effective 2025 – deductible effective 2026
- All changes (with the exception of the wellness deductible) occur 1/1/25

There are some changes to the Highmark providers list. This will affect 11 PFT-represented plan participants. These 11 employees' doctors are no longer in-network. The employee will need to change to an in-network health care provider or incur deductibles.

L. Sick Leave

Summary: Sick leave language is modified to expand the reasons for use of sick days and to include the care of more family/household members as eligible for use of up to five (5) paid sick days. The District will also refrain from action against an employee until thirteen (13) or more absences have occurred (sixteen (16) or more for 12-month employees). Currently, supervisors have been meeting with employees at eight (8) or ten (10) absences. Both parties recognize that at 13 absences or 16 absences, the employer may take action. Any disciplinary action taken is grievable.

ARTICLE 46 SICK LEAVE

As a significant benefit, sick days must be utilized for the purpose for which they are intended, i.e., to provide continuation of salary to a technical-clerical employee who is unable to perform their normal duties because of illness, injury, preventative care, medical appointment, emotional well-being, or accident or to care for a dependent child, parent, or spouse as defined by the Family and Medical Leave Act ("FMLA") or any other person with whom said technical-clerical employee has made their home who has a qualifying serious medical condition as defined by the FMLA.

Up to five (5) sick days can be used to care for a dependent child, parent, spouse or other person whom the technical-clerical employee has made their home if the underlying illness does not qualify as a serious medical condition as defined by the FMLA.

The improper use of sick leave i.e., by using it for reasons other than those for which it is intended or needed, shall be just cause for disciplinary action.

Sick leave shall be available to technical-clerical employees under the following conditions:

1. Technical-clerical employees employed for the normal work year shall be entitled to twelve (12) days sick leave per year, such sick leave to be cumulative annually without limit and to be usable annually without limit.
2. a. Technical-clerical employees employed longer than the normal work year shall be entitled to sick leave days annually on the following bases, such sick leave to be cumulative annually without limit and to be usable annually without limit:
 - (1) Employees regularly employed for no less than ten (10) workdays longer than the normal work year shall be entitled to thirteen (13) days' sick leave per year.
 - (2) Employees regularly employed for no less than twenty (20) workdays longer than the normal work year shall be entitled to fourteen (14) days sick leave per year.
 - (3) Employees regularly employed for a full calendar year shall be entitled to fifteen (15) days sick leave per year.
- b. Any technical-clerical employee hired on or after July 1, 2007 shall be entitled to sick leave in accordance with the following:
 - (1) Technical-clerical employees employed for the normal work year shall be entitled to ten (10) days sick leave per year, such sick leave to be cumulative annually without limit and to be usable annually without limit.
 - (2) Technical-clerical employees employed longer than the normal work year shall be entitled to sick leave days annually on the following bases, such sick leave to be cumulative annually without limit and to be usable annually without limit:
 - (a) Technical-clerical employees regularly employed for no less than ten (10) work days longer than the normal work year shall be entitled to ten (10) days sick leave per year.
 - (b) Technical-clerical employees regularly employed for no less than twenty (20) work days longer than the normal work year shall be entitled to eleven (11) days sick leave per year.
 - (c) Technical-clerical employees regularly employed for a full calendar year shall be entitled to twelve (12) days sick leave per year.

3. For all absence resulting from illness, injury, preventative care, medical appointments, emotional well-being or accident, a physician's certificate may be required under the following conditions:
 - a. When an employee is absent both on a Friday and the following Monday.
 - b. ~~When the is three (3) days or more.~~
 - c. When the employee is absent both the day before and the day after a holiday period or a school only vacation day.
 - d. When in the judgment of the immediate supervisor an employee appears to have used multiple and/or cumulative sick days excessively and is not on a protected leave .
 - e. When the employee is absent on a professional development day.
 - f. A consistent pattern of overuse and/or misuse of sick days over a period of time including, but not limited to, semester to semester and/or year to year.

5. The Parties agree that regular employee attendance is essential to full delivery of instruction and a productive work environment. The Parties agree that employees overusing sick days that are not protected under state and/or federal law; and/or District policy negatively impacts performance and a productive work environment. This negative impact exists whether the employee is overusing sick days for legitimate reasons or for non-legitimate reasons. The Parties agree that the term “overusing” sick days is not the same as “misuse” of sick days and that sick day “overuse” exists even if the employee’s reasons for the sick day “overuse” are legitimate.

The Parties agree that sick day overuse means the use of thirteen (13) or ore sick days absences, that are not protected under state, and/or federal law and/or District policy, within a school year for ten (10) month employees and sixteen (16) or more sick days, that are not protected under state and/or federal law and/or District policy, with a school year for twelve (12) month employees. Sick day overuse shall be just cause for discipline and continued sick day overuse above and beyond thirteen (13) sick days (for 10-month employees) and above and beyond sixteen (16) sick days (for 12-month employees) shall be just cause for progressive discipline. In the event the Federation believes mitigating circumstances exist which justify the overuse of sick days, it reserves the right to dispute that just cause for progressive discipline is merited.

The Parties agree that the misuse of sick time means the improper use of sick days, i.e., using sick days for reasons other than those for which it is intended, shall be just cause for progressive discipline.

M. Technical-Clerical Employee Ratings

Article 9 – Technical-Clerical Ratings – The parties agree to work collaboratively to develop and implement a new rating process.

N. Fair Practices

The parties agree to make changes to the language in Article 6 regarding Fair Practices. These changes are delineated below.

ARTICLE 6 FAIR PRACTICES

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

O. Removal, Sunset Provisions

1. The following new language shall be added to **Article 57**:
 8. The STAR School rewards/bonuses will be **eliminated** at the end of the 2023-24 school year with the last payment of the reward/bonus being paid in the Spring of 2024 to those eligible staff.
2. **Article 2, Section 8** shall be amended to state that the District is no longer required to provide paper copies of the Collective Bargaining Agreement. This change is set forth below.
 8. ~~The Board will provide a copy of this Agreement to each employee covered by same. The Federation agrees to reimburse the Board for one-half (1/2) the cost of the preceding-referred-to Agreement copies and to continue to reimburse the Board in full for any additional Agreement copies which may be requested by the Federation for its use.~~ **The Board will no longer be required to provide paper copies of this Agreement to each employee covered by same.**
3. **Remove gender pronouns** and replace with “**technical-clerical employee**”, “**employee**” or “**they**” as applicable
4. **Remove existing language in Article 15 – Annual Summary Statements** to Technical-Clerical employees and replace with “**Technical-clerical employees shall be provided with information regarding how to access sick leave accrual; value of group life insurance; and salary step, level, increment date and longevity on the District’s electronic systems and/or shared information databases.**”
5. **Remove existing language in Article 56 – Annual Statement of Total Cost of Employee Fringe Benefits** and replace with “**Technical-clerical employees shall be provided with information regarding how to access the cost of employer-paid fringe benefits on the District’s electronic systems and/or shared information databases.**”

P. Administration of the 4-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 4-year agreement.

ATTACHMENT I

TECHNICAL-CLERICAL SALARY SCHEDULE

		Monthly Salary		Annual Salary 2024-28							Step	Contract % Increase	Advancement Increase
		12-Month		Hourly Rate 2024-28									
LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27						
1	A(1)	2,475	29,700	15.73	16.16	16.60	17.06			1 to 5	8,202	27.62%	
	B(2)	2,610	31,320	16.58	17.04	17.51	17.99			2 to 6	7,765	24.79%	
	C(3)	2,681	32,172	17.03	17.50	17.98	18.48			3 to 7	26,509	82.40%	
	D(4)	2,750	33,000	17.47	17.95	18.45	18.95			4 to 7	25,681	77.82%	
	E(5)	2,820	33,840	17.92	18.41	18.92	19.44			5 to 7	24,841	73.41%	
	F(6)	2,908	34,896	18.48	18.99	19.51	20.04			6 to 7	23,785	68.16%	
	G(7)	4,366	52,392	27.74	28.50	29.29	30.09			7 to 7	6,289	12.00%	

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
	2									
A	(1)	2,569	30,828	31,830	32,705	33,605	34,529	1 to 5	8,472	27.48%
B	(2)	2,708	32,496	33,552	34,475	35,423	36,397	2 to 6	7,960	24.50%
C	(3)	2,775	33,300	34,382	35,328	36,299	37,298	3 to 7	27,532	82.68%
D	(4)	2,848	34,176	35,287	36,257	37,254	38,279	4 to 7	26,656	78.00%
E	(5)	2,924	35,088	36,228	37,225	38,248	39,300	5 to 7	25,744	73.37%
F	(6)	3,010	36,120	37,294	38,319	39,373	40,456	6 to 7	24,712	68.42%
G	(7)	4,526	54,312	56,077	57,619	59,204	60,832	7 to 7	6,520	12.00%

ATTACHMENT I

LEVEL	STEPS	Date						Step Advancement	Contract Increase	% Increase
		Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27			
3	A(1)	2,752	33,024	34,097	35,035	35,998	36,988	1 to 5	8,843	26.78%
				17.49	17.97	18.46	18.97			
	B(2)	2,898	34,776	35,906	36,894	37,908	38,951	2 to 6	8,247	23.72%
				18.41	18.92	19.44	19.97			
	C(3)	2,966	35,592	36,749	37,759	38,798	39,865	3 to 7	27,310	76.73%
				19.31	19.84	20.39	20.95			
	D(4)	3,039	36,468	37,653	38,689	39,753	40,846	4 to 7	26,434	72.48%
			19.79	20.34	20.90	21.47				
E(5)	3,115	37,380	38,595	39,656	40,747	41,867	5 to 7	25,522	68.28%	
			20.34	20.90	21.47	22.06				
F(6)	3,201	38,412	39,660	40,751	41,872	43,023	6 to 7	24,490	63.76%	
			29.74	30.55	31.39	32.26				
G(7)	4,680	56,160	57,985	59,580	61,218	62,902	7 to 7	6,742	12.00%	

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
4										
	A (1)	2,825	33,900	35,002	35,964	36,953	37,970	1 to 5	9,217	27.19%
	B (2)	2,985	35,820	36,984	38,001	39,046	40,120	2 to 6	8,601	24.01%
	C (3)	3,055	36,660	37,851	38,892	39,962	41,061	3 to 7	28,540	77.85%
	D (4)	3,132	37,584	38,805	39,873	40,969	42,096	4 to 7	27,616	73.48%
	E (5)	3,208	38,496	39,747	40,840	41,963	43,117	5 to 7	26,704	69.37%
	F (6)	3,305	39,660	40,949	42,075	43,232	44,421	6 to 7	25,540	64.40%
	G (7)	4,851	58,212	60,104	61,757	63,455	65,200	7 to 7	6,988	12.00%

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step	Contract % Increase	
5	A(1)	2,943	35,316	36,464	37,467	38,497	39,556	1 to 5	9,414	26.66%
				18.70	19.21	19.74	20.28			
	B(2)	3,104	37,248	38,459	39,516	40,603	41,719	2 to 6	8,678	23.30%
				19.72	20.26	20.82	21.39			
	C(3)	3,171	38,052	39,289	40,369	41,479	42,620	3 to 7	29,487	77.49%
				20.64	21.21	21.79	22.39			
	D(4)	3,249	38,988	40,255	41,362	42,500	43,668	4 to 7	28,551	73.23%
			21.15	21.73	22.32	22.94				
E(5)	3,328	39,936	41,234	42,368	43,533	44,730	5 to 7	27,603	69.12%	
			21.71	22.31	22.92	23.55				
F(6)	3,417	41,004	42,337	43,501	44,697	45,926	6 to 7	26,535	64.71%	
			31.93	32.81	33.71	34.64				
G(7)	5,025	60,300	62,260	63,972	65,731	67,539	7 to 7	7,239	12.00%	

Advancement Increase

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
6										
	A (1)	2,990	35,880	37,046	38,065	39,112	40,187	1 to 5	9,993	27.85%
	B (2)	3,154	37,848	39,078	40,153	41,257	42,391	2 to 6	9,328	24.65%
	C (3)	3,240	38,880	40,144	41,248	42,382	43,547	3 to 7	31,293	80.49%
	D (4)	3,316	39,792	41,085	42,215	43,376	44,569	4 to 7	30,381	76.35%
	E (5)	3,413	40,956	42,287	43,450	44,645	45,873	5 to 7	29,217	71.34%
	F (6)	3,510	42,120	43,489	44,685	45,914	47,176	6 to 7	28,053	66.60%
	G (7)	5,221	62,652	64,688	66,467	68,295	70,173	7 to 7	7,521	12.00%

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step	Contract	% Increase
7	A(1)			19.80	20.35	20.91	21.48	1 to 5	10,243	27.38%
			37,404	38,620	39,682	40,773	41,894			
				20.94	21.51	22.10	22.71			
	B(2)		39,540	40,825	41,948	43,101	44,287	2 to 6	9,410	23.80%
				21.38	21.97	22.57	23.19			
	C(3)		40,380	41,692	42,839	44,017	45,227	3 to 7	32,226	79.81%
				21.92	22.52	23.14	23.78			
D(4)		41,400	42,746	43,921	45,129	46,370	4 to 7	31,206	75.38%	
			22.52	23.14	23.78	24.43				
E(5)		42,540	43,923	45,130	46,372	47,647	5 to 7	30,066	70.68%	
			23.14	23.78	24.43	25.10				
F(6)		43,704	45,124	46,365	47,640	48,950	6 to 7	28,902	66.13%	
			34.32	35.27	36.24	37.23				
G(7)		5,402	64,824	66,931	68,771	70,663	72,606	7 to 7	7,782	12.00%

Advancement Increase

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
				20.22	20.78	21.35	21.94			
A (1)		3,183	38,196	39,437	40,522	41,636	42,781	1 to 5	10,768	28.19%
B (2)		3,359	40,308	41,618	42,763	43,938	45,147	2 to 6	10,107	25.08%
C (3)		3,449	41,388	42,733	43,908	45,116	46,356	3 to 7	33,906	81.92%
D (4)		3,545	42,540	43,923	45,130	46,372	47,647	4 to 7	32,754	77.00%
E (5)		3,643	43,716	45,137	46,378	47,653	48,964	5 to 7	31,578	72.23%
F (6)		3,751	45,012	46,475	47,753	49,066	50,415	6 to 7	30,282	67.28%
G (7)		5,602	67,224	69,409	71,318	73,279	75,294	7 to 7	8,070	12.00%

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step	Contract	% Increase
9	A (1)	3,253	39,036	40,305	41,413	42,552	43,722	1 to 5	11,379	29.15%
				20.67	21.24	21.82	22.42			
	B (2)	3,446	41,352	42,696	43,870	45,077	46,316	2 to 6	10,703	25.88%
				21.90	22.50	23.12	23.75			
	C (3)	3,545	42,540	43,923	45,130	46,372	47,647	3 to 7	35,778	84.10%
				22.52	23.14	23.78	24.43			
	D (4)	3,643	43,716	45,137	46,378	47,653	48,964	4 to 7	34,602	79.15%
			23.15	23.78	24.44	25.11				
E (5)	3,751	45,012	46,475	47,753	49,066	50,415	5 to 7	33,306	73.99%	
			23.83	24.49	25.16	25.85				
F (6)	3,873	46,476	47,986	49,306	50,662	52,055	6 to 7	31,842	68.51%	
			24.61	25.29	25.98	26.69				
G (7)	5,827	69,924	72,197	74,182	76,222	78,318	7 to 7	8,394	12.00%	
			37.02	38.04	39.09	40.16				
								Advancement Increase		

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
	A (1)	3,397	40,764	42,089	43,246	44,436	45,658	1 to 5	11,694	28.69%
	B (2)	3,594	43,128	44,530	45,754	47,012	48,305	2 to 6	10,916	25.31%
	C (3)	3,692	44,304	45,744	47,002	48,294	49,622	3 to 7	37,159	83.87%
	D (4)	3,794	45,528	47,008	48,300	49,629	50,993	4 to 7	35,935	78.93%
	E (5)	3,903	46,836	48,358	49,688	51,054	52,458	5 to 7	34,627	73.93%
	F (6)	4,021	48,252	49,820	51,190	52,598	54,044	6 to 7	33,211	68.83%
	G (7)	6,061	72,732	75,096	77,161	79,283	81,463	7 to 7	8,731	12.00%

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step	Contract	% Increase
11	A (1)	3,489	41,868	43,229	44,418	45,639	46,894	1 to 5	12,244	29.24%
				22.17	22.78	23.40	24.05			
	B (2)	3,694	44,328	45,769	47,027	48,321	49,649	2 to 6	11,464	25.86%
				23.47	24.12	24.78	25.46			
	C (3)	3,803	45,636	47,119	48,415	49,746	51,114	3 to 7	38,771	84.96%
				24.82	25.51	26.21	26.93			
	D (4)	3,907	46,884	48,408	49,739	51,107	52,512	4 to 7	37,523	80.03%
			25.58	26.28	27.01	27.75				
E (5)	4,026	48,312	49,882	51,254	52,663	54,112	5 to 7	36,095	74.71%	
			26.37	27.10	27.85	28.61				
F (6)	4,151	49,812	51,431	52,845	54,298	55,792	6 to 7	34,595	69.45%	
			39.90	41.00	42.13	43.29				
G (7)		6,280	75,360	77,809	79,949	82,148	84,407	7 to 7	9,047	12.00%

Advancement Increase

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
				23.01	23.64	24.29	24.96			
A (1)		3,621	43,452	44,864	46,098	47,366	48,668	1 to 5	12,622	29.05%
B (2)		3,826	45,912	47,404	48,708	50,047	51,424	2 to 6	11,909	25.94%
C (3)		3,935	47,220	48,755	50,095	51,473	52,889	3 to 7	40,775	86.35%
D (4)		4,052	48,624	50,204	51,585	53,003	54,461	4 to 7	39,371	80.97%
E (5)		4,172	50,064	51,691	53,113	54,573	56,074	5 to 7	37,931	75.77%
F (6)		4,302	51,624	53,302	54,768	56,274	57,821	6 to 7	36,371	70.45%
G (7)		6,547	78,564	81,117	83,348	85,640	87,995	7 to 7	9,431	12.00%

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase				
											13			
A (1)				23.61	24.26	24.93	25.61	1 to 5	13,350	29.94%				
		3,716	44,592	46,041	47,307	48,608	49,945							
				25.05	25.74	26.44	27.17							
	B (2)			48,841	50,185	51,565	52,983				2 to 6	12,627	26.69%	
			3,942	47,304	25.79	26.50	27.23							27.98
					26.53	27.26	28.01							28.78
	C (3)			50,291	51,674	53,095	54,555				3 to 7	42,620	87.50%	
		4,059	48,708	26.53	27.26	28.01	28.78							
				27.39	28.14	28.92	29.71							
D (4)			51,728	53,151	54,612	56,114	4 to 7	41,228	82.29%					
		4,175	50,100	27.39	28.14	28.92				29.71				
				28.33	29.11	29.91				30.73				
E (5)			53,413	54,882	56,391	57,942	5 to 7	39,596	76.54%					
		4,311	51,732	28.33	29.11	29.91				30.73				
				43.17	44.36	45.58				46.84				
F (6)			55,247	56,766	58,327	59,931	6 to 7	37,820	70.68%					
		4,459	53,508	43.17	44.36	45.58				46.84				
				44.36	45.58	46.84								
G (7)			84,190	86,505	88,884	91,328	7 to 7	9,788	12.00%					
		6,795	81,540	44.36	45.58	46.84								
				45.58	46.84									

ATTACHMENT I

LEVEL	STEPS	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase
				24.70	25.38	26.07	26.79			
A (1)		3,887	46,644	48,160	49,484	50,845	52,243	1 to 5	13,529	29.01%
B (2)		4,103	49,236	50,836	52,234	53,671	55,147	2 to 6	12,980	26.36%
C (3)		4,220	50,640	52,286	53,724	55,201	56,719	3 to 7	44,371	87.62%
D (4)		4,341	52,092	53,785	55,264	56,784	58,345	4 to 7	42,919	82.39%
E (5)		4,477	53,724	55,470	56,995	58,563	60,173	5 to 7	41,287	76.85%
F (6)		4,629	55,548	57,353	58,931	60,551	62,216	6 to 7	39,463	71.04%
G (7)		7,069	84,828	87,585	89,994	92,468	95,011	7 to 7	10,183	12.00%

ATTACHMENT I

Parent Engagement Specialist I	2,916	18.53	19.04	19.56	20.10	4,201	12.00%
		34,992	36,129	37,123	38,144		
Parent Engagement Specialist II	4,740	30.12	30.95	31.80	32.67	6,828	12.00%
		56,880	58,729	60,344	62,003		
Driver	4,680	29.74	30.55	31.39	32.26	6,742	12.00%
		56,160	57,985	59,580	61,218		
Auditor III	7,374	46.85	48.14	49.47	50.83	10,623	12.00%
		88,488	91,364	93,876	96,458		

ATTACHMENT II

**PITTSBURGH PUBLIC SCHOOLS
BIWEEKLY PAYROLL SCHEDULE*
2025 – 2026**

PAY PERIOD	PAY WARRANT	TIMEKEEPER ENTRY & HR PROCESSING PERIOD	PAY DATE
August 11 – August 24			September 4
August 25 – September 7			September 18
September 8–September 21			October 2
September 22–October 5			October 16
October 6 – October 19			October 30
October 20 – November 2			November 13
November 3 – November 16			November 26
November 17 – November 30			December 11
December 1 - December 14			December 24
December 15 – December 28			January 8
December 29 – January 11			January 22
January 12 – January 25			February 5
January 26 – February 8			February 19
February 9 – February 22			March 5
February 23 – March 8			March 19
March 9 – March 22			April 2
March 23 – April 5			April 16
April 6 – April 19			April 30
April 20 – May 3			May 14
May 4 – May 17			May 28
May 18 – May 31			June 11
June 1 – June 14			June 25
June 15 – June 28			July 9
June 29 – July 12			July 23
July 13 – July 26			August 6
July 27 – August 9			August 20

ATTACHMENT II

**PITTSBURGH PUBLIC SCHOOLS
BIWEEKLY PAYROLL SCHEDULE*
2026 – 2027**

PAY PERIOD	PAY WARRANT	TIMEKEEPER ENTRY & HR PROCESSING PERIOD	PAY DATE
August 10 – August 23			September 3
August 24 – September 6			September 17
September 7–September 20			October 1
September 21–October 4			October 15
October 5 – October 18			October 29
October 19 – November 1			November 12
November 2 – November 15			November 25
November 16 – November 29			December 10
November 30 - December 13			December 23
December 14 – December 27			January 7
December 28 – January 10			January 21
January 11 – January 24			February 4
January 25 – February 7			February 18
February 8 – February 21			March 4
February 22 – March 7			March 18
March 8 – March 21			April 1
March 22 – April 4			April 15
April 5 – April 18			April 29
April 19 – May 2			May 13
May 3 – May 16			May 27
May 17 – May 30			June 10
May 31 – June 13			June 24
June 14 – June 27			July 8
June 28 – July 11			July 22
July 12 – July 25			August 5
July 26 – August 8			August 19

ATTACHMENT III

Benefit	Current		Tentative Agreement	
	Highmark	UPMC	Highmark	UPMC
Performance Blue Network for Highmark Population	N/A	N/A	Performance Blue delivers quality care at a lower cost. Total disruption is 11 PFT members.	
Rx/Medical Site of Care	N/A	N/A	Moving infusion therapy to lower cost setting when medically appropriate.	
ER Copay	100% after \$75 copay (waive if admitted)	100% after \$75 copay (waive if admitted)	100% after \$75 copay (waive if admitted)	100% after \$75 copay (waive if admitted)
Pharmacy Copays	\$10 / \$20 / \$40 / \$40	\$10 / \$20 / \$40 / \$40	\$15 / \$25 / \$45 / \$45	\$15 / \$25 / \$45 / \$45
Chiropractic Visits	\$15 copay	\$15 copay	\$20 copay (enhanced) \$25 copay (standard)	\$20 copay
Deductible	\$0 Enhanced	\$0 In Network	\$250 / \$500 Enhanced \$750 / \$1,500 Standard	\$250 / \$500 In Network
	\$500 / \$1,000 Standard	\$1,000 / \$2,000 Out of Network	\$1,500 / \$3,000 Out of Network	\$1,500 / \$3,000 Out of Network
Wellbeing Incentive	None	None	Complete Health Assessment test on MyHighmark.com/App and receive an annual physical 2026 members who participate will have their deductible waived through an HRA	Complete MyHealth Questionnaire on UPMC MyHealth app or MyHealth Online and receive an annual physical 2026 members who participate will have their deductible waived through an HRA

