

PITTSBURGH FEDERATION OF TEACHERS



Paraprofessionals

Tentative Collective Bargaining Agreement

between the

Pittsburgh Federation of Teachers

and the

Pittsburgh Board of Public Education

July 1, 2024 through June 30, 2028



Table of Contents

A.	Length of Agreement	page 4
B.	Residency	page 4
C.	Salaries	page 4
D.	ESL EA-III A to EA-IIIC	page 5
E.	Longevity	page 5
F.	Various Compensation Changed to Employee's Hourly Rate .	Page 5
	1. Workshop Rate (Art. 39, Sec. 2)	
	2. Intramural Programs (Art. 40)	
	3. Van Transportation (Art. 41)	
	4. Extended Day Differential	
G.	Severance.	page 6
H.	12-Month Vacation Language.	page 7
I.	Overtime	page 8
J.	Biweekly Pay	page 9
K.	Health Care	page 9
L.	Sick Leave	page 10
M.	Hours of Work	page 12
N.	Fair Practices	page 13
O.	Removal/Sunset certain provisions	page 13
P.	Administration of the 4-Year Agreement	page 13

Attachments

Attachment I.	Paraprofessional Unit Salary Schedules	page 14
Attachment II.	Bi-weekly Pay.	page 20
Attachment III.	Health Care	page 23

**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 350 employees covered by the Collective Bargaining Agreement for Paraprofessional 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 Professional 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 76 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 Paraprofessional 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:

- \$4,950 to \$10,790 increase at the top across 4 years.
- 14.2% 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	4.0%
2025-26	3.5%
2026-27	3.0%
2027-28	3.0%

D. ESL (ELD) EA-III A to EA-IIIC

The parties agree to move ESL Paraprofessionals from the Educational Assistant III-A pay scale to the Educational Assistant III-C pay scale. This change to Article 36 is reflected in **Attachment 1 – Paraprofessional Salary Schedules**.

E. Longevity – Article 45

The parties agree that Article 45 shall be amended with a new Section 3:

Effective with the **2025-2026 school year**, the longevity increment for paraprofessional 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

Employees currently receiving longevity will be migrated to the new longevity scale.

F. Various Compensation Changed to Employee’s Hourly Rate

1. Elimination of “workshop” rate and replace with hourly or overtime rate.

**ARTICLE 39
PARAPROFESSIONAL PROFESSIONAL
DEVELOPMENT ~~WORKSHOP~~ RATES**

1. Commencing with the 2007-2008 school year, all paraprofessionals paid through the Program for Students with Exceptionalities (EAIII – Levels A & B, EAIV, Classroom Assistants, Assistant Teachers and Aides for Students with Disabilities) will have the opportunity to complete up to 15 hours of professional development training paid at the ~~effective paraprofessional workshop~~ **applicable hourly or overtime** rate. These trainings can occur between July 1 – June 30 and must be completed outside of the workday in order to be eligible for payment.
2. These hours may be completed at approved programs provided by the District and/or Pittsburgh Federation of Teachers, or local resource centers such as PaTTAN.
3. Prior approval must be secured verbally or in writing from the Special Education Program Officer assigned to that paraprofessional’s school
4. Documentation forms will be available on the PSE website, must be signed by the school’s Special Education Program Officer and must be submitted annually no later than June 30th.
5. ~~The rate of pay for paraprofessionals participating in workshops shall be \$15.00 per hour.~~

2. Intramural Programs: Article 40

**ARTICLE 40
SPECIAL PROVISIONS REGARDING CONROY,
PIONEER AND OLIVER CITYWIDE ACADEMY
INTRAMURAL PROGRAMS**

1. Conroy Education Center, Pioneer Education Center and Oliver Citywide Academy shall be allocated ten (10) hours per school year, with these hours to be applicable to those paraprofessional employees who are involved in the preparation for and participation in intramurals and athletics, including the "Special Olympics."
2. The hourly rate of pay for those paraprofessional employees covered by the provision as outlined in Section 1. of this Article shall be ~~\$11.22~~ **their regular hourly rates set forth in Article 36.**

3. Van Transportation: Article 41

SPECIAL PROVISIONS REGARDING THE VAN TRANSPORTATION PROGRAM

1. Paraprofessional employees whose pupil van transportation duties involve a lengthened workday for said employees, including employees who work in the summer program, shall be paid for one (1) additional hour. Payment shall only apply to those hours actually worked by the involved paraprofessional employee.
 2. The hourly rate of pay for those paraprofessional employees covered by the provisions as outlined in Section 1. of this Article shall be ~~\$10.23~~ **their regular hourly rates set forth in Article 36.**
 3. Paraprofessional employees who are assigned to van transportation duties shall be paid for the performance of those duties on the regularly scheduled semimonthly paydays during the regular school year.
4. Extended Day Differential
- The extended day differential (\$1,000/year, **Art. 22, Sec. 3**) is removed from the contract. Any hours worked beyond the normal workday will be compensated at the paraprofessional employee's hourly or overtime rates.

G. Severance

The parties agree to amend Article 46, 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 46
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 ~~\$52~~ \$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 ~~\$50~~ \$75 per accumulated day.

H. 12-Month Vacation Language

**ARTICLE 74
VACATIONS AND HOLIDAYS FOR
TWELVE-MONTH PARAPROFESSIONAL EMPLOYEES**

- 1. Federation-represented calendar-month, twelve-month paraprofessional personnel shall continue to be entitled to receive paid vacations annually in accordance with the Board's vacation procedures applying to such paraprofessional employment classifications ~~during the term of the previous Agreement and as provided for under applicable Vacation Articles contained in other Federation-negotiated Collective Bargaining Agreements.~~ according to the following provisions.
- 7. 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.

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

- 8. 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

- 9. 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.

10. 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.
11. 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 44 – Overtime as follows:

ARTICLE 44 OVERTIME

The overtime provisions contained in this Article shall apply in the event paraprofessionals are eligible for overtime pay.

1. Overtime pay at the rate of time-and-one-half shall be paid for all hours worked in excess of forty (40) hours worked in any workweek.
2. Security Aides and Preschool Assistants, Level II, shall be paid at the rate of double time for all hour worked on the seventh consecutive workday in a workweek ~~and double time shall always apply to work performed on Sunday.~~
- ~~3. 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.~~
3. Overtime work for security aides shall only be assigned by the Chief of School Safety in conjunction with the school principal. In addition, School District Police Officers and Senior School District Police Officers shall continue to be entitled to a minimum of two (2) hours call time at their straight time hourly rate of pay.
4. Except in emergency circumstances, security aides shall be informed of any overtime assignments at least on the workday immediately preceding that on which their overtime services are required.
5. The workweek for the purpose 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.
- ~~7. Unworked hours shall not be counted towards overtime calculation, provided however, an unworked holiday which would have been worked but for the holiday shall be counted as hours worked in computing overtime under this Article.~~
6. Overtime pay shall not be duplicated for any hour or set of hours worked in a complete workweek. Hours which are compensated 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.
- ~~9. 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 for 10 months 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. The District would not agree to it.

Each paycheck will have the pay for the exact number of days in the pay period. There generally will be 22 pay checks per year instead of 20. The first paycheck in September and the last pay check in June (or maybe early July) may also only have a few days in it. The chart of an example employee's gross pay for bi-weekly and semi-monthly pays is part of Attachment II.

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 (see Attachment II).

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 119-121 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. Currently, supervisors have been meeting with employees at eight (8) absences. Both parties recognize that at 13 absences, the employer may take action. Any disciplinary action taken is grievable.

ARTICLE 59 SICK LEAVE

As a significant benefit, sick **days** must be utilized for the purpose for which it is intended, i.e., to provide continuation of salary to a paraprofessional 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 paraprofessional has made their home who has a qualifying 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 paraprofessionals under the following conditions:

1. Paraprofessionals 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. Paraprofessionals 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) Paraprofessionals 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) Paraprofessionals 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) Paraprofessionals regularly employed for a full calendar year shall be entitled to fifteen (15) days sick leave per year.
2. b. Any employee hired on or after July 1, 2007 shall be entitled to sick leave in accordance with the following:
 - (1) Paraprofessionals 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) Paraprofessionals 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) Paraprofessionals 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) Paraprofessionals 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) Paraprofessionals 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 of 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.
4. a. Summer school paraprofessionals, or employees in this unit working in the early childhood education programs, shall be entitled to noncumulative sick leave each summer as follows: except that Conroy and Pioneer paraprofessionals shall continue to be covered under Section 2. of this Article:
- (1) Paraprofessionals employed thirty (30) or more workdays shall receive two (2) days sick leave per summer.
 - (2) Paraprofessionals employed twenty (20) workdays but less than thirty (30) workdays, shall receive one (1) day sick leave per summer.
- b. Unused sick leave day(s) for summer school work shall be credited to a paraprofessional's total sick leave account, beginning with the summer of 1995.
5. There shall be a paraprofessional attendance award program consisting of two (2) \$500.00 awards per semester.
6. The Parties agree that regular employee attendance is essential to full delivery of instruction and a productive learning 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 the full delivery of instruction and productive learning. 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. Hours of Work

The parties agree to revise Article 22 – Hours of work as set forth below. The hours of work shall be effective beginning in the 2025-26 school year as set forth below.

ARTICLE 22 HOURS OF WORK

1. The following shall be the workday for paraprofessional employees during the term of this Agreement:
 - a. The workday for security aide personnel shall be eight (8) hours, including a one-half (1/2) hour lunch period, from 8:00 a.m. to 4:00 p.m., or the equivalent
 - b. The workday for paraprofessional employees ~~who are paid at an hourly rate of pay shall be eight (8)~~ **seven and one-half** not including a one-half (1/2) hour unpaid lunch period, from 8:00 a.m. to 4:30 p.m., or the equivalent.
 - c. The workday for attendance assistants shall be seven (7) hours and forty-five (45) minutes, including a one (1) hour lunch period, 8:15 a.m. to 4:00 p.m., or the equivalent.
 - d. ~~Except as provided in Subsections a. through c. above, the hours of work for paraprofessionals in elementary schools shall be seven (7) hours and fifteen (15) minutes, including a one-half (1/2) hour lunch period, from 8:15 a.m. to 3:30 p.m., or the equivalent.~~
 - e. ~~Except as provided in Subsections a. through c. above, the hours of work for paraprofessional employees in senior high schools and middle schools shall be seven (7) hours and thirty (30) minutes, including a one-half (1/2) hour lunch period, 8:15 a.m. to 3:45 p.m., or the equivalent.~~
 - f. ~~The hours of work for paraprofessional employees in early childhood education programs shall be seven (7) hours and fifteen (15) minutes including a thirty (30) minute lunch period, from 8:00 a.m. to 3:15 p.m. or the equivalent.~~
 - d. The normal work day for Personal Care Aides shall conform to school hours and include a one-half hour unpaid lunch period. Personal Care Aides will be paid for actual hours worked including any travel assignment and, as applicable, the provisions of Article 44, Overtime, will be observed.
2. All paraprofessional employees shall be provided with at least a one-half (1/2) hour, duty-free lunch period, except in some serious emergency situations.
3. ~~Paraprofessional at schools with an eight (8) hour work day shall receive a differential of \$1000.00.~~

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 paraprofessional 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 75**:

8. The STAR School rewards/bonuses will be **eliminated** at the end of the 23/24 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 “paraprofessional”, “employee” or “they” as applicable

4. **Remove existing language in Article 16 – Annual Summary Statements** to Paraprofessionals and replace with “Paraprofessionals 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 68 – Annual Statement of Total Cost of Employee Fringe Benefits** and replace with “Paraprofessionals 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 Paraprofessional Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this 4-year agreement.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

**ARTICLE 36
PARAPROFESSIONAL SALARY SCHEDULE**

Annual Salary 2024-28

	Monthly Salary	Hourly Rate 2024-28					Step Advancement	Contract Increase	% Increase*
		Jul-23	Jul-24	Jul-25	Jul-26	Jul-27			
Educational Assistant I									
School Support Aide;	2,809	28,090	29,214	30,236	31,143	32,077	1 to 3	11,730	41.76%
Primary Classroom Aide;		19.82	20.61	21.33	21.97	22.63			
In-House Suspension Aide;	3,382	33,820	35,173	36,404	37,496	38,621	2 to 3	6,000	17.74%
Health Services Aide		23.86	24.81	25.68	26.45	27.25			
Step 3	3,487	34,870	36,265	37,534	38,660	39,820	3 to 3	4,950	14.20%
		24.6	25.58	26.48	27.27	28.09			

Educational Assistant I (Grandfathered)

	Monthly Salary	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase*
Step 1	2,884	28,840	29,994	31,044	31,975	32,934	1 to 4	15,250	52.88%
Step 2	2,960	29,600	30,784	31,861	32,817	33,802	2 to 4	14,490	48.95%
Step 3	3,430	34,300	35,672	36,921	38,028	39,169	3 to 4	9,790	28.54%
Step 4	3,861	38,610	40,154	41,559	42,806	44,090	4 to 4	5,481	14.20%
		27.24	28.33	29.32	30.20	31.10			

Educational Assistant II

Level A:	Monthly Salary	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase*
Early Childhood Assistant	2,919	29,190	30,358	31,420	32,363	33,334	1 to 3	11,955	40.95%
Step 2	3,497	34,970	36,369	37,642	38,771	39,934	2 to 3	6,175	17.66%
Step 3	3,603	36,030	37,471	38,783	39,946	41,145	3 to 3	5,115	14.20%
		25.42	26.43	27.36	28.18	29.03			

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row.
Step advancement + increase on step.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase*	
Level B: Early Head Start Assistant	Step 1	3,018	30,180	31,387	32,486	33,460	34,464	1 to 3	12,301	40.76%
	Step 2	3,611	21.29	22.14	22.92	23.61	24.31	2 to 3	6,371	17.64%
	Step 3	3,720	36,110	37,554	38,869	40,035	41,236	3 to 3	5,281	14.20%
Educational Assistant III Level A	Step 1	3,439	25.47	26.49	27.42	28.24	29.09	3 to 3	29.97	14.20%
	Step 2	4,106	37,200	38,688	40,042	41,243	42,481	3 to 3	29.10	29.97
	Step 3	4,226	26.24	27.29	28.25	29.10	29.97	3 to 3	33.05	34.05
Level B Classroom Communications Aide	Step 1	4,138	29.81	31.01	32.09	33.05	34.05	1 to 2	7,267	17.56%
	Step 2	4,260	41,380	43,035	44,541	45,878	47,254	2 to 2	6,047	14.20%
	Step 3	4,226	28.25	29.38	30.41	31.32	32.26	2 to 2	33.21	33.21
Level C Teen Advocate	Step 1	4,275	29.08	30.25	31.31	32.24	33.21	1 to 2	7,530	17.61%
	Step 2	4,403	44,030	45,791	47,394	48,816	50,280	2 to 2	6,250	14.20%
	Step 3	3,430	31.06	32.30	33.43	34.44	35.47	3 to 4	9,791	28.54%
Classroom Assistant	Step 1	2,884	28,840	29,994	31,043	31,975	32,934	1 to 4	15,251	52.88%
	Step 2	2,960	20.35	21.16	21.90	22.56	23.23	2 to 4	14,491	48.96%
	Step 3	3,430	20.88	21.72	22.48	23.15	23.85	3 to 4	9,791	28.54%
	Step 4	3,861	24.2	25.17	26.05	26.83	27.63	4 to 4	5,481	14.20%

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row.
Step advancement + increase on step.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Step Advancement	Contract Increase	% Increase*
Assistant Teacher									
Level I Vocational Training Program; Project Liaison;	3,851	38,510 27.17	40,050 28.25	41,452 29.24	42,696 30.12	43,977 31.02	1 to 4	10,308	26.77%
Level II Early Head Start Group Leader; School to Work Travel Trainer;	4,001	40,010 28.23	41,610 29.35	43,067 30.38	44,359 31.29	45,690 32.23	2 to 4	8,808	22.02%
Level III Travel Trainer;	4,137	41,370 29.19	43,025 30.35	44,531 31.41	45,867 32.36	47,243 33.33	3 to 4	7,448	18.00%
Level IV ESL Family Liaison	4,275	42,750 30.16	44,460 31.37	46,016 32.46	47,397 33.44	48,818 34.44	4 to 4	6,068	14.20%
Educational Assistant IV									
Registered Behavioral Technician	4,431	44,310 31.26	46,082 32.51	47,695 33.65	49,126 34.66	50,600 35.70		6,290	14.20%
Student Services Assistant¹									
	4,431	44,310 31.26	46,082 32.51	47,695 33.65	49,126 34.66	50,600 35.70		6,290	14.20%
Student Services Assistant 12-month									
	4,431	53,172	63,395	65,613	67,582	69,609		16,437	30.91%
			32.51	33.65	34.66	35.70			
Behavioral Intervention Specialist									
	5,461	60,071 38.32	62,474 39.86	64,660 41.25	66,600 42.49	68,598 43.76		8,527	14.20%
JROTC Noncommissioned Instructional Assistant*									
	4,935	59,220 30.37	61,589 31.58	63,744 32.69	65,657 33.67	67,626 34.68		8,406	14.20%
Security Aide², 10-Month									
Step 1	3,786	37,860 25.04	39,374 26.04	40,753 26.95	41,975 27.76	43,234 28.59	1 to 3	8,001	21.13%
Step 2	3,898	38,980 25.78	40,539 26.81	41,958 27.75	43,217 28.58	44,513 29.44	2 to 3	6,881	17.65%
Step 3	4,016	40,160 26.56	41,766 27.62	43,228 28.59	44,525 29.45	45,861 30.33	3 to 3	5,701	14.20%

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row.
Step advancement + increase on step.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

	Security Aide ² , 12-Month							Step Advancement	Contract Increase	% Increase*
	Jul-23	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Jul-27			
Security Aide², 12-Month	Step 1	52,083	54,166	56,062	57,743	59,476	59,476	1 to 3	11,006	21.13%
	Step 2	25.04	26.04	26.95	27.76	28.59	28.59	2 to 3	9,467	17.65%
	Step 3	53,622	55,768	57,720	59,452	61,235	61,235	3 to 3	7,844	14.20%
School District Police Officer***	Step 1	25.78	26.81	27.75	28.58	29.44	29.44	1 to 4	19,334	35.65%
	Step 2	55,245	57,456	59,467	61,251	63,089	63,089	2 to 4	16,094	28.00%
	Step 3	26.56	27.62	28.59	29.45	30.33	30.33	3 to 4	12,626	20.72%
Senior School District Police Officer***	Step 1	4,519	54,228	60,000	62,400	64,584	66,522	4 to 4	10,790	17.19%
	Step 2	26.07	28.85	30.00	31.05	31.98	31.98	1 to 3	8,379	21.14%
	Step 3	4,789	57,468	61,750	64,220	66,468	68,462	2 to 3	7,179	17.58%
	Step 4	5,078	60,936	63,500	66,040	68,351	70,402	3 to 3	5,969	14.20%
Resident Security Specialist³	Step 1	29.30	30.53	31.75	32.86	33.85	33.85	1 to 3	8,379	21.14%
	Step 2	5,231	62,772	66,350	69,004	71,419	73,562	2 to 3	7,179	17.58%
	Step 3	30.18	31.90	33.18	34.34	35.37	35.37	3 to 3	5,969	14.20%
	Step 4	31.90	33.18	34.34	35.37	36.40	37.43	4 to 4	10,790	17.19%
Senior Security Aide	Step 1	3,964	39,640	41,226	42,669	43,949	45,267	1 to 3	8,379	21.14%
	Step 2	4,084	40,840	42,474	43,960	45,279	46,637	2 to 3	7,179	17.58%
	Step 3	4,205	42,050	43,732	45,263	46,621	48,019	3 to 3	5,969	14.20%

*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.

¹ This salary rate is applicable to individuals employed as Student Services Assistants on or after July 1, 2006. The salary

² Incumbant Senior Security Aides, added t the unit as of February, 1998, are grandfathered for the purposes of salary and

³ Incumbant Resident Security Specialists, added to the unit as of February 1997, are grandfathered for the purpose of salary

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row.
Step advancement + increase on step.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

	Hourly Rate 2024-28					% Increase*
	Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	
HOURLY RATES						
Vocational/Technical Instructional Assistant	27.02	28.10	29.08	29.95	30.85	14.17%
Vocational Assistant	28.68	29.83	30.87	31.80	32.75	14.19%
Personal Care Assistant	15.61	16.23	16.80	17.30	17.82	14.16%

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

Student Services Assistant (Prior to 7/1/2006)

Pursuant to a unit clarification to the Paraprofessional Collective Bargaining Agreement of the 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 36. Paraprofessional Salary Schedule. The schedule for grandfathered Student Services Assistant is as follows:

	Monthly Salary	Annual Salary 2024-28										Step Advancement	Contract Increase	% Increase*
		Jul-23	Jul-23	Jul-23	Jul-24	Jul-24	Jul-25	Jul-25	Jul-26	Jul-26	Jul-27			
Step 1	4,431	44,310	31.26	44,940	46,738	32.51	46,082	47,695	49,126	50,600	51,319	1 to 5	11,486	25.92%
Step 2	4,494	46,190	31.70	48,038	49,719	32.97	51,183	52,718	54,300	55,796	57,337	2 to 6	12,397	27.59%
Step 3	4,619	47,550	32.59	49,452	51,183	33.89	52,593	54,171	55,796	57,337	58,845	3 to 7	12,655	27.40%
Step 4	4,755	48,860	33.54	50,210	52,218	34.89	54,046	55,667	57,337	58,845	60,421	4 to 8	12,871	27.07%
Step 5	4,886	50,210	34.47	51,530	53,591	35.85	55,467	57,131	58,845	60,421	62,033	5 to 9	12,942	26.49%
Step 6	5,021	52,910	35.42	54,120	56,285	36.84	58,255	60,002	61,802	63,602	65,402	6 to 10	13,203	26.29%
Step 7	5,153	54,120	36.35	55,530	57,751	37.81	59,772	61,566	63,413	65,260	67,107	7 to 10	11,883	23.06%
Step 8	5,291	55,530	37.33	56,285	57,751	38.82	59,772	61,566	63,413	65,260	67,107	8 to 10	10,503	19.85%
Step 9	5,412	57,751	38.18	59,772	61,566	39.71	63,413	65,260	67,107	69,002	70,897	9 to 10	9,293	17.17%
Step 10	5,553	61,566	39.17	63,413	65,260	40.74	67,107	69,002	70,897	72,792	74,687	10 to 10	7,883	14.20%

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row. Step advancement + increase on step.

ATTACHMENT I: PARAPROFESSIONAL SALARIES

Student Equity Advocate

Annual Salary 2024-28

	Monthly Salary	Hourly Rate 2024-28										Step Advancement	Contract Increase	% Increase*
		Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	Jul-28	Jul-29	Jul-30	Jul-31	Jul-32			
Step 1	4,722	56,659	58,925	60,987	62,817	64,701	66,589	68,477	70,365	72,253	74,141	1 to 5	12,849	22.68%
Step 2	4,786	57,436	59,733	61,824	63,679	65,589	67,500	69,411	71,322	73,233	75,144	2 to 6	13,504	23.51%
Step 3	4,859	58,303	60,635	62,758	64,640	66,580	68,520	70,460	72,400	74,340	76,280	3 to 7	14,149	24.27%
Step 4	4,966	59,598	61,982	64,151	66,076	68,058	70,040	72,022	74,004	76,000	78,000	4 to 8	14,303	24.00%
Step 5	5,072	60,867	63,302	65,518	67,483	69,508	71,533	73,558	75,583	77,608	79,633	5 to 9	14,414	23.68%
Step 6	5,177	62,121	64,606	66,867	68,873	70,939	73,005	75,071	77,137	79,203	81,269	6 to 10	14,649	23.58%
Step 7	5,287	63,446	65,984	68,293	70,342	72,452	74,562	76,672	78,782	80,892	83,002	7 to 11	14,228	22.42%
Step 8	5,393	64,715	67,303	69,659	71,749	73,901	76,053	78,205	80,357	82,509	84,661	8 to 12	13,502	20.86%
Step 9	5,494	65,923	68,560	70,960	73,088	75,281	77,474	79,667	81,860	84,053	86,246	9 to 13	12,450	18.89%
Step 10	5,602	67,227	69,916	72,363	74,534	76,770	79,006	81,242	83,478	85,714	87,950	10 to 13	11,146	16.58%
Step 11	5,668	68,018	70,739	73,215	75,411	77,674	79,937	82,200	84,463	86,726	88,989	11 to 13	10,355	15.22%
Step 12	5,708	68,494	71,234	73,727	75,939	78,217	80,495	82,773	85,051	87,329	89,607	12 to 13	9,879	14.42%
Step 13	5,719	68,631	71,376	73,874	76,091	78,373	80,655	82,937	85,219	87,501	89,783	13 to 13	9,742	14.20%

*Total percent increase in salary/wage over 4 years starting on the 2023 Step in the row.
Step advancement + increase on step.

**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

**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

2025-2026 School Year

ATTACHMENT II

10-Month Employees

Example: \$30,000 salary, 10 months, 189 days
Comparison of Bi-Weekly vs. Semi-Monthly

BIWEEKLY										SEMIMONTHLY			
PAY #	PAY PERIOD	# DAYS	DAILY RATE	PAY	PERCENT	CUMULATIVE	PAY DATE	PAY #	PAY	CUMULATIVE	PAY DATE		
1	Aug 11 - Aug 24	1	158.73	158.73	0.53%	0.53%	Sep 4	1	1,500	5.00%	Sep 15		
2	Aug 25 - Sept 7	9	158.73	1,428.57	4.76%	5.29%	Sep 18	2	1,500	10.00%	Sep 30		
3	Sept 8 - Sept 21	10	158.73	1,587.30	5.29%	10.58%	Oct 2	3	1,500	15.00%	Oct 15		
4	Sept 22 - Oct 5	8	158.73	1,269.84	4.23%	14.81%	Oct 16	4	1,500	20.00%	Oct 31		
5	Oct 6 - Oct 19	10	158.73	1,587.30	5.29%	20.11%	Oct 30	5	1,500	25.00%	Nov 14		
6	Oct 20 - Nov 2	10	158.73	1,587.30	5.29%	25.40%	Nov 13	6	1,500	30.00%	Nov 28		
7	Nov 3 - Nov 16	9	158.73	1,428.57	4.76%	30.16%	Nov 26	7	1,500	35.00%	Dec 15		
8	Nov 17 - Nov 30	8	158.73	1,269.84	4.23%	34.39%	Dec 11	8	1,500	40.00%	Dec 23		
9	Dec 1 - Dec 14	10	158.73	1,587.30	5.29%	39.68%	Dec 24	9	1,500	45.00%	Jan 15		
10	Dec 15 - Dec 28	7	158.73	1,111.11	3.70%	43.39%	Jan 8	10	1,500	50.00%	Jan 30		
11	Dec 29 - Jan 11	5	158.73	793.65	2.65%	46.03%	Jan 22						
12	Jan 12 - Jan 25	9	158.73	1,428.57	4.76%	50.79%	Feb 5						
13	Jan 26 - Feb 8	10	158.73	1,587.30	5.29%	56.08%	Feb 19	11	1,500	55.00%	Feb 13		
14	Feb 9 - Feb 22	10	158.73	1,587.30	5.29%	61.38%	Mar 5	12	1,500	60.00%	Feb 27		
15	Feb 23 - Mar 8	10	158.73	1,587.30	5.29%	66.67%	Mar 19	13	1,500	65.00%	Mar 13		
16	Mar 9 - Mar 22	9	158.73	1,428.57	4.76%	71.43%	Apr 2	14	1,500	70.00%	Mar 31		
17	Mar 23 - Apr 5	5	158.73	793.65	2.65%	74.07%	Apr 16	15	1,500	75.00%	Apr 15		
18	Apr 6 - Apr 19	10	158.73	1,587.30	5.29%	79.37%	Apr 30	16	1,500	80.00%	Apr 30		
19	Apr 20 - May 3	10	158.73	1,587.30	5.29%	84.66%	May 14	17	1,500	85.00%	May 15		
20	May 4 - May 17	9	158.73	1,428.57	4.76%	89.42%	May 28	18	1,500	90.00%	May 29		
21	May 18 - May 31	9	158.73	1,428.57	4.76%	94.18%	Jun 11	19	1,500	95.00%	Jun 8		
22	Jun 1 - Jun 14	10	158.73	1,587.30	5.29%	99.47%	Jun 25	20	1,500	100.00%	Jun 15		
23	Jun 15 - Jun 28	1	158.73	158.73	0.53%	100.00%	Jul 9						
24	Jun 29 - Jul 12												
25	Jul 13 - Jul 26												
26	Jul 27 - Aug 9												
		189		30,000.00	100.00%					30,000			

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

