

PITTSBURGH FEDERATION OF TEACHERS



Teachers and Other Professional 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



Table of Contents

A. Length of Agreement page 1

B. Salaries page 1

C. Health Care page 2

D. Post-Retirement Health Care page 2

E. Certified Registered Nurse Practitioners Stipend page 3

F. Incentive for Placement in Hard-to-Staff Schools page 3

G. Length of Workday page 4

H. School Start Times page 4

I. Incorporation into Contract Language page 4

J. Administration of the 4-Year Agreement page 4

Attachments

Attachment A: Professional Unit Salary Schedules page 5

Attachment B: Student Start Times and Dismissal Times page 17

Attachment C: Sample Daily Schedules; All School Levels page 19

Attachment D: Agreement regarding *Janus v. AFSCME* page 23

Pittsburgh Federation of Teachers
Four-Year Agreement for the Teacher/Professional Employees
July 30, 2021

Negotiators for the PFT and the School District reached a tentative agreement for the 2,500 employees covered by the Collective Bargaining Agreement for Teachers and Other Professional 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 mailed by Saturday, August 7, 2021.

A. Length of Agreement

The term of this agreement shall 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

Salary increases for all professional employees on internal steps (below top step) between 10% and 88% across 4 years

Top step K-12 certificated professionals with a masters degree base salary will be over 100K in year 2022 or 2023.

2020-21 all salary schedules:

- Step advancement / retroactive pay for all internal steps retroactive to the professional's increment date.
- \$1,000 bonus (pro-rated) for all professionals at top step in 2019-20
- Retroactive pay for all Longevity, Advance Study Credit, NBPTS, TPI, and all other economic terms that have been frozen during the status quo period

2021-22 all salary schedules:

- Step advancement + 0.5% increase for internal steps
- 1.8% increase on the top step

2022-23 all salary schedules:

- Step advancement + 0.5% increase for internal steps
- 2.0% increase on the top step

2023-24 all salary schedules:

- Step advancement + 0.5% increase for internal steps
- 2.0% increase on the top step

Note: For all professional employees who were not on the top step of their salary schedule as of June 30, 2020, the retroactive salary payment is the difference between the step salary the employee earned in 2019-20 and the next higher step salary, retroactive to the increment date. For example, if a professional has a September 1 increment date, was on Step 3 in June 2020, and expected to be on Step 4 in September 2020, they will be on Step 5 in September 2021 and will receive the salary difference between Step 3 and 4 as a retroactive payment.

Retroactive payments will be made as soon as practicable.

Professional employees who were on the top step as of June 30, 2020, will receive a \$1,000 bonus for the 2020-21 school year.

(See Attachment A, Professional Salary Schedules, pages 5-15.)

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 change to the rate structure of the employee contributions.

D. Post-Retirement Health Care

The agreement maintains the current post-retirement health care plans with no new or changed deductibles, no new or changed co-pays and no change to the rate structure of the retiree contributions. Effective 1/1/2022, spouses of retirees remain eligible for PPS retiree health care until reaching Medicare eligibility (age 65).

Note: Currently, spouses on the retiree's plan can continue on the plan past Medicare eligibility, even though the retiree could not. Starting 1/1/2022, the spouse of the retiree will have the same eligibility as the retiree.

E. Certified Registered Nurse Practitioners (CRNPs)

Nurses who hold and maintain Certified Registered Nurse Practitioner's licensure shall receive an annual stipend of \$2,500 paid pro rata for performance of duties that require that license.

F. Incentive for Placement in Hard to Staff Schools.

Salary step placement for hard-to-staff schools shall be eliminated as of June 30, 2022. Effective with the internal transfer season in 2022, newly hired teachers and teachers who transfer to a hard-to-staff school shall have the option to participate in an incentive program that, effective with the 2022-23 school year, includes these provisions:

Newly hired teachers and teachers who transfer to a hard-to-staff school shall have the option to participate in the following incentive program that includes these provisions:

- Teacher must agree to a four (4) year commitment to placement in the school.
- A \$3,000 stipend will be paid in the final paycheck of each year for a total of up to \$12,000 for completing the four (4) year commitment.
- The stipend shall be pro-rated based on the percentage of time the teacher spends in the school for any partial year or split assignments.
- A continuous absence of 6 calendar weeks (30 days) or more than 15 non-consecutive absences will cause the stipend to be pro-rated. (E.g., a three-day absence in one week followed by a two-day absence in the following week would constitute 5 non-consecutive days of absence under this provision.)
- Involuntary displacement or furlough before completion of a four (4) year commitment shall not require repayment of stipend monies already received.
- Teachers may not seek a voluntary transfer during their four (4) year commitment unless the district, in its discretion, agrees. A permitted transfer will not require repayment of already received stipend monies.
- A stipend will not be paid in any year that a teacher receives an unsatisfactory rating.
- If the teacher voluntarily separates employment prior to the end of the four (4) year commitment, repayment of already received stipend monies will be required.

This change will be implemented beginning with the transfer season in 2022.

G. Length of Workday

The workday shall be increased to seven (7) hours thirty (30) minutes for employees working less than seven (7) hours thirty (30) minutes.

Note: The additional minutes do not affect the employees whose current work day is 7 hours 30 minutes or longer, does not lengthen the 8-hour workday on Wednesdays at 6-12 and 9-12 schools, and does not make the day longer for employees who work an 8-hour day and receive the extended day differential.

H. School Start Times

The Federation and the District have agreed to revise the start times for schools to accommodate the arrival and dismissal times for students reflected in the document marked "Exhibit A" (see Attachment B, pages 17-18). These student start times shall continue to be the start times provided that:

- Any changes to the start times would be subject to meet and discuss with the union and would not be made for arbitrary or capricious reasons;
- Any changes in start times would be set by July 1 of the school year for which the change will be effective. (E.g., changes for the 2022-23 school year would be finalized by July 1, 2022); and
- The teacher's regular workday would not start before 7:00 am and would not end later than 4:20 pm.

Note: Attachment B called "Exhibit A" is not contract language. Attachment C provides sample schedules for all school levels. These sample schedules were developed in response to the 3-tiered transportation plan the District created to transport students to their schools and the new 7 hour 30 minute workday for teachers. It is understood that individual schools may make needed adjustments to the sample schedules (e.g., a high school may run more than 2 lunches). Any changes to the sample schedules must comply with the provisions of the Collective Bargaining Agreement, including the length of the workday.

I. Incorporation of Agreements into Contract Language

The Federation and the District agree to incorporate their tentative agreements regarding the elimination of Janus language (Attachment D) and correcting the math error in Article 47 (as amended to reflect the increase in the school day to 7 hours 30 minutes). The Federation and the District also agree to draft language for 6-12 secondary schools and to draft language incorporating the above Tentative Agreements into the collective bargaining agreement.

J. Administration of the 4-year Agreement

All other Articles and terms of the previous Teachers and Other Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this 4-year agreement.

ARTICLE 79

SALARY SCHEDULES FOR TEACHERS

Teachers hired before July, 2010

Bachelor's Degree

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	43,230	43,446	43,663	43,881
2	45,118	45,344	45,571	45,799
3	46,700	46,934	47,169	47,405
4	48,139	48,380	48,622	48,865
5	49,722	49,971	50,221	50,472
6	51,271	51,527	51,785	52,044
7	52,700	52,964	53,229	53,495
8	54,174	54,445	54,717	54,991
9	55,788	56,067	56,347	56,629
*10a	72,532	72,895	73,259	73,625
10b	90,889	92,525	94,376	96,264

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

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,510	45,738	45,967	46,197
2	47,584	47,822	48,061	48,301
3	49,428	49,675	49,923	50,173
4	50,845	51,099	51,354	51,611
5	52,374	52,636	52,899	53,163
6	53,934	54,204	54,475	54,747
7	55,287	55,563	55,841	56,120
8	56,651	56,934	57,219	57,505
9	58,146	58,437	58,729	59,023
*10a	75,881	76,260	76,641	77,024
10b	95,254	96,969	98,908	100,886

*10a only applies for the first six (6) months when a teacher initially moves to step 10.
 Step 10b applies thereafter.

1. The length of the workday for teachers on these salary schedules is 7 hours 30 minutes.
2. Teacher on these salary schedules work a 192-day school year.
3. In the case of teachers who qualify, these Teacher Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. Select Teacher Salary Differential – see Article 71, Salary Differential Provisions for Instructional Teacher Leaders and Other Select Teacher Positions
 - e. Special Education Salary Differential – see Article 97, Salary Differentials for Special Education Teachers
 - f. Extended Teaching Day Differential – see Article 96, Extended Teaching Day Differential.

Attachment A: Professional Salary Schedules
Note: Article numbering has changed for the new contract.

ARTICLE 79
SALARY SCHEDULES FOR TEACHERS
Teachers hired on or after July 1, 2010

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	47,858	48,097	48,337	48,579
2	49,419	49,666	49,914	50,164
3	50,980	51,235	51,491	51,748
4	52,540	52,803	53,067	53,332
5	54,101	54,372	54,644	54,917
6	58,262	58,553	58,846	59,140
7	62,424	62,736	63,050	63,365
8	66,586	66,919	67,254	67,590
9	70,747	71,101	71,457	71,814
10	74,909	75,284	75,660	76,038
11	85,313	85,740	86,169	86,600
12	95,254	96,969	98,908	100,886

1. The length of the workday for teachers on these salary schedules is 7 hours 30 minutes.
2. Teachers on these salary schedules work a 192-day school year.
3. In the case of teachers who qualify, these Teacher Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. Select Teacher Salary Differential – see Article 71, Salary Differential Provisions for Instructional Teacher Leaders and Other Select Teacher Positions
 - e. Special Education Salary Differential – see Article 97, Salary Differentials for Special Education Teachers
 - f. Extended Teaching Day Differential – see Article 96, Extended Teaching Day Differential.

ARTICLE 79

SALARY SCHEDULES FOR SERVICE PROVIDERS

**Hearing Itinerants, Occupational Therapists, Physical Therapists,
Speech-Language Specialists, Vision Itinerants**

Master's Degree Salary Schedule

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,510	45,738	45,967	46,197
2	47,584	47,822	48,061	48,301
3	49,428	49,675	49,923	50,173
4	50,845	51,099	51,354	51,611
5	52,374	52,636	52,899	53,163
6	53,934	54,204	54,475	54,747
7	55,287	55,563	55,841	56,120
8	56,651	56,934	57,219	57,505
9	58,146	58,437	58,729	59,023
*10a	75,881	76,260	76,641	77,024
10b	95,254	96,969	98,908	100,886

*10a only applies for the first six (6) months when a teacher initially moves to step 10.
Step 10b applies thereafter.

1. The length of the workday for teachers on these salary schedules is 7 hours 30 minutes.
2. Teachers on these salary schedules work a 192-day school year.
3. In the case of teachers who qualify, these Teacher Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. Select Teacher Salary Differential – see Article 71, Salary Differential Provisions for Instructional Teacher Leaders and Other Select Teacher Positions
 - e. Special Education Salary Differential – see Article 97, Salary Differentials for Special Education Teachers
 - f. Extended Teaching Day Differential – see Article 96, Extended Teaching Day Differential.

ARTICLE 82

SALARY SCHEDULES FOR COUNSELORS

Master's Degree Salary Schedule

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,838	46,067	46,297	46,528
2	47,910	48,150	48,391	48,633
3	49,755	50,004	50,254	50,505
4	51,173	51,429	51,686	51,944
5	52,700	52,964	53,229	53,495
6	54,261	54,532	54,805	55,079
7	55,614	55,892	56,171	56,452
8	56,977	57,262	57,548	57,836
9	58,473	58,765	59,059	59,354
*10a	76,208	76,589	76,972	77,357
10b	95,581	96,059	96,539	97,022
11	95,910	96,390	96,872	97,356
12	96,236	96,717	97,201	97,687
13	96,563	97,046	97,531	98,019
14	97,218	98,968	100,947	102,966

*10a only applies for the first six (6) months when a teacher initially moves to step 10. Step 10b applies thereafter.

1. The length of the workday for counselors on this salary schedule is eight (8) hours.
2. Counselors on this salary schedule work either 195 days (192 days + 3 additional pro rata paid days; K-5, K-8, and 6-8 school counselors) or 202 days (192 + 10 additional pro rata paid days; 6-12 or 9-12 counselors).
3. In the case of counselors who qualify, this Counselor Salary Schedule is supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. The salary differential for the position of student services chairperson shall be \$1,000 annually.
4.
 - a. Step 5 of this salary schedule is the minimum entry step for a certified counselor who is promoted from a teaching position in the school system to a counseling position. Placement on this salary schedule for such teachers shall continue to be in accordance with established salary schedule placement procedures already in effect.
 - b. In the event a certified counselor is hired directly from outside the school system into a counseling position, then that counselor shall be placed at the applicable step for his salary, in accordance with established salary placement procedures already in effect.

ARTICLE 83
SALARY SCHEDULES FOR PSYCHOLOGISTS

Master's Degree Salary Schedule

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	52,700	52,964	53,229	53,495
2	54,261	54,532	54,805	55,079
3	55,614	55,892	56,171	56,452
4	56,977	57,262	57,548	57,836
5	58,473	58,765	59,059	59,354
6a	76,208	76,589	76,972	77,357
6b	95,581	96,059	96,539	97,022
7	95,910	96,390	96,872	97,356
8	96,236	96,717	97,201	97,687
9	96,563	97,046	97,531	98,019
10	97,218	98,968	100,947	102,966

*6a only applies for the first six (6) months when a teacher initially moves to step 6. Step 6b applies thereafter.

1. The length of the workday for psychologists on this salary schedule is eight (8) hours.
2. Psychologists on this salary schedule work a 192-day school year.
3. In the case of psychologists who qualify, this Psychologist Salary Schedule is supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. The salary differential for the position of counselor chairperson shall be \$1,000 annually.
4. Psychologist extra workdays/work weeks during the summer continue to be paid pro-rata, at the annual salary rate in effect for whatever is the just-completed school year.

ARTICLE 84

SALARY SCHEDULES FOR SOCIAL WORKERS

Master's Degree Salary Schedule

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,838	46,067	46,297	46,528
2	47,910	48,150	48,391	48,633
3	49,755	50,004	50,254	50,505
4	51,173	51,429	51,686	51,944
5	52,700	52,964	53,229	53,495
6	54,261	54,532	54,805	55,079
7	55,614	55,892	56,171	56,452
8	56,977	57,262	57,548	57,836
9	58,473	58,765	59,059	59,354
*10a	76,208	76,589	76,972	77,357
10b	95,581	96,059	96,539	97,022
11	95,910	96,390	96,872	97,356
12	96,236	96,717	97,201	97,687
13	96,563	97,046	97,531	98,019
14	97,218	98,968	100,947	102,966

*10a only applies for the first six (6) months when a teacher initially moves to step 10.
Step 10b applies thereafter.

1. The length of the workday for social workers on this salary schedule is eight (8) hours.
2. Social workers on this salary schedule work a 195-day school year (192 days + 3 additional pro rata paid days, paid at the annual 192-day salary rate in effect for the new school year.)
3. In the case of social workers who qualify, this Social Worker Salary Schedule is supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. The salary differential for the position of student services chairperson shall be \$1,000 annually.

ARTICLE 85

**SALARY SCHEDULES FOR SCHOOL NURSES,
 SCHOOL NURSE PRACTITIONERS AND DENTAL HYGIENISTS**

Bachelor's Degree

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	43,557	43,775	43,994	44,214
2	45,445	45,672	45,900	46,130
3	47,027	47,262	47,498	47,735
4	48,467	48,709	48,953	49,198
5	50,049	50,299	50,550	50,803
6	51,599	51,857	52,116	52,377
7	53,028	53,293	53,559	53,827
8	54,502	54,775	55,049	55,324
9	56,116	56,397	56,679	56,962
*10a	72,860	73,224	73,590	73,958
10b	91,218	91,674	92,132	92,593
11	91,544	92,002	92,462	92,924
12	91,871	93,525	95,396	97,304

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

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,838	46,067	46,297	46,528
2	47,910	48,150	48,391	48,633
3	49,755	50,004	50,254	50,505
4	51,173	51,429	51,686	51,944
5	52,700	52,964	53,229	53,495
6	54,261	54,532	54,805	55,079
7	55,614	55,892	56,171	56,452
8	56,977	57,262	57,548	57,836
9	58,473	58,765	59,059	59,354
*10a	76,208	76,589	76,972	77,357
10b	95,581	96,059	96,539	97,022
11	95,910	96,390	96,872	97,356
12	96,236	96,717	97,201	97,687
13	96,563	97,046	97,531	98,019
14	97,218	98,968	100,947	102,966

*10a only applies for the first six (6) months when a teacher initially moves to step 10.
 Step 10b applies thereafter.

1. The length of the workday for nurse practitioners and dental hygienists on these salary schedules is eight (8) hours.
2. School nurse practitioners and dental hygienists on these salary schedules work a 195-day school year (192 days + 3 additional pro-rata paid days, paid at the annual 192-day salary rate in effect for the new school year.)

Attachment A: Professional Salary Schedules
 Note: Article numbering has changed for the new contract.

3. In the case of school nurse practitioners and dental hygienists who qualify, these School Nurse Practitioners and Dental Hygienists Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
4. Nurses who hold and maintain Certified Registered Nurse Practitioner's (CRNP's) licensure shall receive an annual stipend of \$2,500 paid pro rata for performance of duties that require that license.

ARTICLE 86

**SALARY SCHEDULES FOR 12 MONTH/CALENDAR YEAR
 PFT – REPRESENTED PROFESSIONALS**

Bachelor's Degree

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	52,809	53,073	53,338	53,605
2	54,502	54,775	55,049	55,324
3	55,975	56,255	56,536	56,819
4	57,338	57,625	57,913	58,203
*5a	74,141	74,512	74,885	75,259
5b	92,527	94,192	96,076	97,998

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

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	55,756	56,035	56,315	56,597
2	56,956	57,241	57,527	57,815
3	58,430	58,722	59,016	59,311
4	59,792	60,091	60,391	60,693
*5a	78,124	78,515	78,908	79,303
5b	98,091	99,857	101,854	103,891

*5a only applies for the first six (6) months when a teacher initially moves to step 5. Step 5b applies thereafter.

1. The length of the workday for professionals on these salary schedules is eight (8) hours.
2. Professionals on these salary schedules shall receive vacation, holiday, and leave entitlements applicable to twelve-month calendar year employees.
3. In the case of professionals who qualify, these Professional Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)

ARTICLE 87

SALARY SCHEDULE AND HOURLY RATES FOR ADJUNCT TEACHERS

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	42,629	42,842	43,056	43,271
2	45,348	45,575	45,803	46,032
3	47,016	47,251	47,487	47,724
4	48,260	48,501	48,744	48,988
5	49,603	49,851	50,100	50,351
6	51,521	51,779	52,038	52,298
7	53,203	53,469	53,736	54,005
8	54,556	54,829	55,103	55,379
9	59,553	59,851	60,150	60,451
10	68,609	69,844	71,241	72,666

1. The provisions for the workday of adjunct teachers are set forth in Article 77, Adjunct Teachers.
2. The adjunct teachers on this salary schedule work a 189-day school year.
3. The salary schedule for adjunct teachers shown above shall apply to regular full-time adjunct teachers.
4. The hourly rate for adjunct teachers shall continue to be determined by dividing the applicable salary schedule amount by 1,181.25 (6.25 x 189).
5. Adjunct teachers regularly scheduled to work half time but less than full time shall be paid on an hourly basis using the hourly rates described in Section 4. of this Article.
6. Adjunct teachers shall be eligible to receive the B.A. + 10 credits and the B.A. + 20 credits advanced study differentials, in accordance with the applicable criteria set forth in Article 95, Advanced Study Credit. Half-time adjunct teachers shall receive one-half (1/2) of the full differential.
7. Adjunct teachers, whether half-time or full-time, shall be covered by Article 93, Longevity Increment, following the completion of twenty-two (22) years of teaching service in Pittsburgh. Half-time adjunct teachers shall receive one-half (1/2) of the full longevity increment.
8. Adjunct teachers continue to be covered by Article 110, Severance Pay.
9. The Teachers/Professionals Increment (TPI) shall continue to not apply to adjunct teachers.
10. Only adjunct teachers who are regularly scheduled to work four (4) periods or more each workday shall be scheduled in accordance with Article 53, Duration of the School Year.
11. In determining the appropriate placement for regular full-time adjunct teachers in the salary schedules and in determining the appropriate hourly rate for half-time adjunct teachers, full credit shall be give for all prior service with the Board as an adjunct teacher.
12. Adjunct teachers who are certified and who are subsequently hired as regular teachers without a break in continuous service shall have their seniority and salary schedule placement credit determined in the same manner as the other teachers covered by this agreement.
13. Full-time substitutes assigned to adjunct teacher positions shall be paid the step 1 hourly rate for adjunct teachers.

ARTICLE 88

**SALARY SCHEDULES FOR EARLY CHILDHOOD
 AND EARLY INTERVENTION TEACHERS**

Bachelor's Degree

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	43,230	43,446	43,663	43,881
2	45,119	45,345	45,572	45,800
3	46,700	46,934	47,169	47,405
4	48,139	48,380	48,622	48,865
5	49,722	49,971	50,221	50,472
6	51,271	51,527	51,785	52,044
7	52,700	52,964	53,229	53,495
8	54,174	54,445	54,717	54,991
9	55,788	56,067	56,347	56,629
10	60,284	61,369	62,596	63,848

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

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	45,510	45,738	45,967	46,197
2	47,584	47,822	48,061	48,301
3	49,427	49,674	49,922	50,172
4	50,845	51,099	51,354	51,611
5	52,374	52,636	52,899	53,163
6	53,934	54,204	54,475	54,747
7	55,341	55,618	55,896	56,175
8	56,913	57,198	57,484	57,771
9	58,494	58,786	59,080	59,375
10	63,764	64,912	66,210	67,534

1. The length of the workday for teachers on these salary schedules is 7 hours 30 minutes.
2. Teacher on these salary schedules work a 192-day school year.
3. In the case of teachers who qualify, these Teacher Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit – see Article 95, Advanced Study Credit
 - b. Longevity Increment – see Article 93, Longevity Increment
 - c. Teachers/Professionals Increment (TPI) – see Article 94, Teachers/Professionals Increment (TPI)
 - d. Extended Teaching Day Differential – see Article 96, Extended Teaching Day Differential.
4. A teacher moving from any Early Childhood Salary Schedule to the Salary Schedule for Teachers (Article 80) shall for all contractual purposes move directly to the school age step of level closest to, but never lower than, his or her present preschool salary step or level.

Attachment A: Professional Salary Schedules

Note: Article numbering has changed for the new contract.

5. Full-time substitutes assigned to early childhood teacher positions shall be paid from the first three steps of the above bachelor schedule. Full-time substitutes assigned to fill early intervention teacher positions shall be paid on the first three (3) steps in whichever one of the two above schedules applies.
6. Early intervention (EI) teachers and EI speech-language specialists hired after January 1, 2008 will be placed on the above salary schedules. Speech-language specialists hired prior to January 1, 2008 regardless of current or future assignment (early intervention or school age) will be paid on the Salary Schedule for Service Providers (Article 81).
7. Early intervention teachers and speech-language specialists who choose to accept a teaching or therapy position in a school-age program will carry with them all of their early intervention years of service into the school-age program for purposes of salary schedule placement, eligibility for the Teachers/Professional Increment (TPI), and tenure eligibility.
8. All those on the above salary schedules will be eligible for tenure.

ARTICLE 89

SALARY SCHEDULES FOR EARLY CHILDHOOD/EARLY INTERVENTION FAMILY SERVICES SPECIALISTS, HEALTH ASSISTANTS, EARLY HEAD START HOME VISITORS

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	42,641	42,854	43,068	43,283
2	45,336	45,563	45,791	46,020
3	47,016	47,251	47,487	47,724
4	50,224	50,475	50,727	50,981
5	51,566	51,824	52,083	52,343
6	56,683	57,703	58,857	60,034

1. The length of the workday for employees on these salary schedules is 7 hours 30 minutes.
2. Employees on these salary schedules work a 192-day school year.
3. In the case of family services specialists, health assistants, and early head start home visitors who qualify, the above salary schedule is supplemented by:
 - a. Longevity Increment – see Article 93, Longevity Increment
4. Employees in these categories shall work an additional 20 days in the summer. These days shall be paid on a pro rate basis.

ARTICLE 90

**SALARY SCHEDULES FOR EARLY CHILDHOOD/EARLY INTERVENTION
OR SCHOOL-AGE SERVICE ASSISTANTS**

Sign Language Interpreter

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	31,282	31,438	31,595	31,753
2	33,247	33,413	33,580	33,748
3	34,992	35,167	35,343	35,520
4	38,363	38,555	38,748	38,942
5	39,718	39,917	40,117	40,318
6	43,307	44,087	44,969	45,868

**Certified Occupational Therapy Assistants (COTA) &
Physical Therapy Assistants**

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	40,372	40,574	40,777	40,981
2	42,553	42,766	42,980	43,195
3	44,735	44,959	45,184	45,410
4	46,918	47,153	47,389	47,626
5	49,100	49,346	49,593	49,841
6	54,556	55,538	56,649	57,782

1. The length of the workday for employees on these salary schedules is 7 hours 30 minutes.
2. Employees on these salary schedules work a 192-day school year.
3. In the case of sign language interpreters, certified occupational therapy assistants (COTA) and physical therapy assistants who qualify, the above salary schedule is supplemented by:
 - a. Longevity Increment – see Article 93, Longevity Increment

ARTICLE 91

SALARY SCHEDULES FOR FULL-TIME SUBSTITUTE TEACHERS

STEP	Sep-20	Sep-21	Sep-22	Sep-23
1	41,856	42,065	42,275	42,486
2	42,641	42,854	43,068	43,283
3	45,118	45,930	46,849	47,786

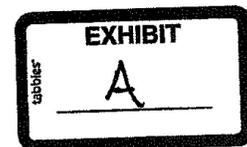
Full-time substitute teachers shall continue to be employed on no more than a semester basis.

Attachment B: District's Student Start Times and Dismissal Times

THREE TIER BELL TIME PROPOSAL

7/28/2021

SCHOOL	PROPOSED START	PROPOSED DISMISSAL
Allderdice	7:15AM	2:15PM
Allegheny K-5	9:25AM	4:10PM
Allegheny 6-8	9:25AM	4:10PM
Arlington	8:25AM	3:10PM
Arsenal K-5	9:25AM	4:10PM
Arsenal 6-8	9:25AM	4:10PM
Banksville	9:25AM	4:10PM
Beechwood	9:25AM	4:10PM
Brashear	7:15AM	2:15PM
Brookline	8:25AM	3:10PM
CAPA 6-8	8:05AM	3:30PM
CAPA 9-12	7:35AM	3:45PM
Carmalt	9:25AM	4:10PM
Carrick	7:15AM	2:15PM
Clayton	7:28AM	2:00PM
Colfax	8:25AM	3:10PM
Concord	9:25AM	4:10PM
Conroy	7:40AM	2:06PM
Dilworth	9:25AM	4:10PM
Faison	8:25AM	3:10PM
Fulton	9:25AM	4:10PM
Grandview	8:25AM	3:10PM
Greenfield	8:25AM	3:10PM
King	8:25AM	3:10PM
Langley	8:25AM	3:10PM
Liberty	9:25AM	4:10PM
Lincoln	8:25AM	3:10PM
Linden	9:25AM	4:10PM
Manchester	9:25AM	4:10PM
Mifflin	8:25AM	3:10PM
Miller	8:25AM	3:10PM
Minadeo	8:25AM	3:10PM
Montessori	9:25AM	4:10PM
Morrow	8:25AM	3:10PM
Obama 6-12	7:15AM	2:15PM



Attachment B: District's Student Start Times and Dismissal Times

Oliver Citywide	7:50AM	2:00PM
Perry	7:15AM	2:15PM
Pgh Classical	9:25AM	4:10PM
Phillips	9:25AM	4:10PM
Pioneer	8:00AM	2:11PM
Roosevelt	8:25AM	3:10PM
Schiller	9:25AM	4:10PM
Sci Tech 6-12	7:15AM	2:15PM
South Brook	8:25AM	3:10PM
South Hills	7:15AM	2:15PM
Spring Hill	8:25AM	3:10PM
Sterrett	9:25AM	4:10PM
Student Achievement	8:25AM	3:10PM
Sunnyside	8:25AM	3:10PM
University Prep 6-8	7:15AM	2:15PM
University Prep 9-12	7:15AM	2:15PM
Weil	8:25AM	3:10PM
West Liberty	8:25AM	3:10PM
Westinghouse 6-12	7:15AM	2:15PM
Westwood	8:25AM	3:10PM
Whittier	8:25AM	3:10PM
Woolslair	9:25AM	4:10PM

Sample Elementary School Schedules

K-5 and K-8

Tier 2 Transportation Plan

A: Without defined Intervention

Teacher Arrival		7:45
ESEP		7:47- 8:25
Teacher in HR		8:25 - 8:30
	HR	8:30 - 8:36
	1	8:36 - 9:24
	2	9:24 - 10:12
	3	10:12 - 11:00
	4	11:00 - 11:50
	5	11:50 - 12:40
	6	12:40 - 1:28
	7	1:28 - 2:16
	8	2:16 - 3:04
	HR	3:04 - 3:10
Bus		3:10
Teacher Departure		3:15

B: with Defined Intervention

Teacher Arrival		7:45
ESEP		7:47 -8:25
Teacher in HR		8:25- 8:30
	HR	8:30 - 8:36
	Intervention	8:36 - 9:06
	1	9:06 - 9:49
	2	9:49 -10:32
	3	10:32 - 11:15
	4	11:15- 12:05
	5	12:05 - 12:55
	6	12:55 - 1:38
	7	1:38 - 2:21
	8	2:21 - 3:04
	HR	3:04 - 3:10
Bus		3:10
Teacher Departure		3:15

Sample Elementary School Schedules

K-5 and K-8

Tier 3 Transportation Plan

A: Without defined Intervention

Teacher Arrival		8:45 - 8:47
ESEP		8:47 - 9:25
Teacher in HR		9:25 - 9:30
	HR	9:30 - 9:36
	1	9:36 - 10:24
	2	10:24 - 11:12
	3	11:12 - 12:00
	4	12:00 - 12:50
	5	12:50 - 1:40
	6	1:40 - 2:28
	7	2:28 - 3:16
	8	3:16 - 4:04
	HR	4:04 - 4:10
Bus		4:10
Teacher Depart		4:15

B: with Defined Intervention

Teacher Arrival		8:45
ESEP		8:47- 9:25
Teacher in HR		9:25 - 9:30
	HR	9:30 - 9:36
	MTSS	9:36 - 10:06
	1	10:06 - 10:49
	2	10:49 - 11:32
	3	11:32 - 12:15
	4	12:15 - 1:05
	5	1:05 - 1:55
	6	1:55 - 2:38
	7	2:38 - 3:21
	8	3:21 - 4:04
	HR	4:04 - 4:10
Bus		4:10

Attachment C: Sample Daily Schedules; All School Levels

Teacher Depart 4:15

Sample 6-8 Schools Schedules

Tier 3 Transportation Plan

6-8 Schools With Intervention

Teacher Day: 8:45-4:15
Student Day: 9:25-4:10

Teacher Arrival: 8:45
School based planning 8:50 – 9:25
Student Arrival: 9:25
Teachers at doors: 9:30
 Homeroom 9:30 - 9:35
 Period 1 9:37 - 10:21
 Period 2 10:23 - 11:07
 Period 3 11:09 - 11:53
 Lunch 11:55 - 12:25
 Period 4 12:28 - 1:12
 Period 5 1:14 - 1:58
 Period 6 2:00 - 2:44
 Period 7 2:46 - 3:30
 Intervention 3:32 - 4:02
Student Dismissal: 4:10
Teacher Dismissal: 4:15

6-8 Schools Without Intervention

Teacher Day: 8:45-4:15
Student Day: 9:25-4:10

Teacher Arrival: 8:45
School based planning 8:50 – 9:25
Student Arrival: 9:25
Teachers at doors: 9:30
 Homeroom 9:30 - 9:37
 Period 1 9:39 - 10:27
 Period 2 10:29 - 11:17
 Period 3 11:19 - 12:07
 Lunch 12:09 - 12:39
 Period 4 12:42 - 1:30
 Period 5 1:32 - 2:20
 Period 6 2:22 - 3:10
 Period 7 3:12 - 4:00

Attachment C: Sample Daily Schedules; All School Levels

Student Dismissal:	4:10
Teacher Dismissal:	4:15

Sample 6-12 and 9-12 School Schedules

Tier 1 Transportation Plan

Total 4 x 7 hr 30 min for M, Tu, Th, F

8 hour day on W

Teacher Arrival 7:05

Period 1	7:15 - 7:59
Period 2	8:02 - 8:46
Period 3	8:49 - 9:33
Period 4	9:36 - 10:20
Period 5	10:23 - 11:07
Period 6	11:10 - 11:54– Lunch Group 1 / Class Group 2
	11:57 - 12:41- Lunch Group 2 / Class Group 1
Period 7	12:44 - 1:28
Period 8	1:31 - 2:15

Teacher Dismissal – 2:20 Monday and Friday

Teacher Dismissal Tuesday and Thursday 25 Minute PLC – 2:50

Teacher Dismissal Wednesday TIPT – 3:05

TENTATIVE AGREEMENT

By and Between
Pittsburgh Board of Public Education
and the
Pittsburgh Federation of Teachers Local 400

The parties have agreed that Article 2, Section 4 as set forth in the Collective Bargaining Agreement dated July 1, 2010 through June 30, 2015 shall be deleted in its entirety. Article 2, Section 5 shall be renumbered as Section 4. This change is agreed to by the parties in order to ensure compliance with the holding of the United States Supreme Court in *Janus v. AFSCME Council 31*. In the event that the United States Supreme Court overturns that holding, and rules that Fair Share provisions in public sector collective bargaining agreements are constitutional, the parties agree that the aforementioned Article 2, Section 4 shall automatically be reinstated into the Collective Bargaining Agreement. If such language would not comply with the change in law, the parties will bargain over the language to be reinstated into the Collective Bargaining Agreement.

For the Pittsburgh Public School District

For the Pittsburgh Federation of Teachers Local 400

by:

by:

Date:

Date: