

**TENTATIVE AGREEMENT BETWEEN THE SCHOOL DISTRICT OF PHILADELPHIA
AND THE PHILADELPHIA FEDERATION OF TEACHERS**

WHEREAS, the School District of Philadelphia (“School District”) and the Philadelphia Federation of Teachers (“PFT”) are parties to a collective bargaining agreement covering the period September 1, 2021, through August 31, 2024;

WHEREAS, the Parties have determined that it is in their respective best interests to extend the current collective bargaining agreement for a period of one year to support recruitment and retention efforts in the School District.

NOW, THEREFORE, the Parties agree as follows:

1. All of the terms and conditions of the collective bargaining agreement covering the period September 1, 2021 through August 31, 2024, shall continue in full force and effect, except as expressly agreed to herein, until August 31, 2025. Unless modified herein, all terms of the current collective bargaining agreement will remain unchanged through August 31, 2025.
2. Article XII.A.1 shall be modified as follows:
 - a. Compensation increases will be provided as follows:

Effective with the first full pay period beginning on or after September 1, 2024:

 - 5% increase to salary schedules

The School District shall pay a lump sum retention and re-engagement bonus of \$1,200 to employees who are actively employed at the time the bonus is paid. The bonus shall be paid no later than the first pay in June 2024.
3. Article XII.B shall be modified as follows:

Effective August 16, 2024, employees not at the maximum of the salary scale applicable to their pay step shall receive an increment consistent with the salary schedule in effect on the employee’s anniversary date.
4. The Parties agree that the Teacher Bonuses in Designated Schools Program, in Article XII.P, shall be extended to run through August 30, 2025. The Parties agree that the \$2,500 lump sum bonus scheduled to be paid in the last pay of September 2024 will be paid in the last pay of June 2024 to teachers who are appointed to a designated school on September 1, 2022 and remain appointed at the same school through the time the bonus is paid in June 2024.

In addition, the Parties agree that a \$2,500 lump sum bonus will be paid in the last pay of September 2025 to eligible teachers who are appointed to a designated school on September 1, 2024 and who remain appointed to the same designated school at the time

the bonus is paid in September 2025. The District shall make available to the Union and to all bargaining unit members the list of schools designated by the Superintendent or designee pursuant to this section as soon as practicable.

5. Accelerate Philly is the School District of Philadelphia's five-year strategic plan ("Strategic Plan") with an objective to accelerate progress and transform outcomes for students in the School District. The Union agrees with the ultimate goals of the Strategic Plan to improve educational opportunities for students and advance student retention and achievement. During the term of the Agreement, the Superintendent or designee and the Federation President or designee will meet to identify shared interests from the Strategic Plan and will discuss methods of implementation of those shared interests.

Philadelphia Federation of Teachers

Date: _____

School District of Philadelphia

Date: _____