

PITTSBURGH FEDERATION OF TEACHERS



**Teacher/Professional
Tentative Collective Bargaining Contract
between the**

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

July 1, 2017, through June 30, 2020



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Pittsburgh Federation of Teachers
Three-Year Agreement for the Teacher/Professional Employees
February 28, 2018

Negotiators for the PFT and the School District reached a tentative agreement for the 2,487 employees covered by the Collective Bargaining Agreement between the Pittsburgh Board of Education and the Pittsburgh Federation of Teachers.

Provisions of this tentative agreement are present in this synopsis. This information will be mailed to all full PFT members as well as emailed to those full members who have provided the PFT with their personal email address. Ballots will be mailed to each PFT professional member's home on Saturday, March 3, 2018.

A. Length of Agreement

Summary: Three-Year Term

Note: Federation proposed a five-year term

The term of the agreement shall be three (3) years, covering the period July 1, 2017 through June 30, 2020. All terms and provisions of this agreement shall be prospective unless another date is specified.

B. General Wages

Summary:

- * 2% on all Steps and all Professional Salary schedules
- * Elimination of the Career Ladder Salary Schedule
- * Retroactive pay back to September, 2017
- * Teachers hired after July 1, 2010 will move to a 12-step salary schedule with greater earnings at all internal steps and a top step equal to step 10b on the Teacher's Master's Salary Schedule

1. Elimination of the Career Ladder Salary Schedule. (Article 95)

The career ladder salary schedule for teachers hired on or after July 1, 2010 will be eliminated effective July 1, 2017 and replaced with a 12-step salary schedule. Transition to the 12-step salary schedule is described in Attachment D.

Note: District proposed an 18-step and then a 15-step salary schedule that would move some teachers backward on step.

2. Salary Schedules (Teachers, Counselors, Psychologists, Social Workers, Nurse Practitioners and Dental Hygienists, School to Work Transition Teachers, 12 Month/Calendar Year PFT-Represented Professionals, Sign Language Interpreters, Certified Therapy Assistants (COTA) and

Physical Therapy Assistants, Family Service Specialists, Special Services Coordinators, Parent Involvement Volunteer Coordinators, Health Coordinators, Nutrition Specialists, Full Time Substitute Teachers and the Schedule for Special Service Providers) will be increased as follows:

- a. 2% on Step, **retroactive to the start of the 2017-2018 school year**
- b. 2% on Step, effective for the 2018-2019 school year
- c. 2% on Step, effective for the 2019-2020 school year

3. No change in Day-to-Day Substitute Rates

C. Early Childhood Pay and Length of Day (Article 105 and 106)

Summary: Combined Early Childhood and Early Intervention Salary Schedule. In years 2018-19 and 2019-20, increased earnings for both EC and EI with combined salary schedule. EC Teachers move to a 7-hour and 16-minute day. Both EC and EI teachers will receive 2% wage increases in all 3 years of the contract. (The District proposal provided 2%, 0%, 0% across 3 years.)

1. The separate Bachelor's and Master's Salary Schedules for Preschool Teachers (Early Childhood) Level II and Preschool Teachers (Early Intervention) Level III shall be combined into one scale for Bachelor's and one scale for Master's at the higher rates effective July 1, 2018. The currently separated scales shall be increased 2% on Step **retroactive to the start of the 2017-18 school year.**
2. The combined scales shall increase 2% on Step effective July 1, 2018 and shall increase 2% on Step effective July 1, 2019. Effective July 1, 2018, all Early Childhood Teachers will teach a standard seven hour and 16-minute day.

D. Health Care (Articles 137 and 138)

Summary:

The Pittsburgh Board of Education shall offer two (2) health insurance plans from which employees and retirees may select consisting of either the Highmark Community Blue Flex PPO or the UPMC PPO with the plan design. (See attachments.)

- a. Two Plans—one each from Highmark and UPMC and both would be PPO's. This would mean the elimination of all current plans offered. There will be one PPO in replacement from each provider.
- b. The PPO from Highmark would have a three-tier deductible and the UPMC plan would have a two-tier deductible. (Highmark -- \$0/\$0 for Enhanced; \$500/\$1000 for Standard; and \$1000/\$2000 out of network. UPMC -- \$0/\$0 In-Network and \$1000/\$2000 out of network.)
- c. Co-pays would be revised as Specialist increased from \$15 to \$30; ER increased from \$50 to \$75. All other co-pays, including for prescriptions are unchanged. (Attachment A and B)

Cadillac Tax: The following language will be inserted into the parties' collective bargaining agreement to address the possibility of an excise tax on employer health care plans, possibly in 2020.

If the District receives notice or information indicating that its health care plan costs will subject the plan to the Affordable Care Act's "Cadillac Tax" excise tax, the District will give the Pittsburgh Federation of Teachers written notice of that fact and the parties will immediately meet to bargain changes in the plan design, plan, and/or plan carriers in order to avoid the imposition of the tax. If no agreement is reached within fourteen (14) days of the District's written notice to the PFT regarding this issue, then the parties will proceed to an expedited arbitration proceeding with an arbitrator selected pursuant to the terms of the collective bargaining agreement's grievance and arbitration procedure. The sole purpose for that expedited arbitration proceeding will be for the arbitrator to modify the plan, plan design, and/or plan carrier in order to eliminate exposure to the "Cadillac Tax". The decision of the arbitrator on this issue shall be issued within forty-five (45) calendar days of the District's written notice that the plan is subject to the "Cadillac Tax."

Note: Federation rejected the District's attempt to add high deductibles and penalties.

Employee contributions to health care:

The employee share of 2018 healthcare cost increases starting in December 2017 were not collected during status quo. These employee owed payments will be made to the district in a timely manner upon ratification of this agreement.

E. Elimination of August 1 Provision (Article 38, Section 3)

Summary: Vacancies filled after the staffing season will be filled permanently rather than on a temporary basis and will no longer require a posting in the following year.

F. Teacher Scheduling (Article 51)

Summary: *Schedule preference maintained grades 6-12, some changes grades K-5.

*Limits on changes to K-5 teaching assignments.

*Restrictions set on the number, range, and frequency of involuntary teaching assignment changes.

*Expedited appeal process to an independent arbitrator.

1. No later than March 1 of each school year, schedule preference sheets will be distributed to all teachers at each school. Teachers may then indicate their schedule preference including subject, grade, alternative schedules, shift and time of preparation period. Teachers must return the sheets within one (1) week of the time receiving them.
2. Principals shall review all teachers' preferences and shall seek further input of the teachers and the instructional cabinet

at each school, to determine the schedule assignments that will best meet the needs of each school. The teacher's schedule preference will be honored to the extent possible in the preparation of schedules for the following school year except as provided below.

3. For each school year, District-wide, there shall be **35 assignments within the K-5 grade** span that are available to principals as involuntary assignments to complete school schedules District-wide that will best meet the needs of each school. The allocation of 35 involuntary assignments shall be inclusive of the resultant assignments that may be necessary to implement the involuntary assignments (i.e. if a 4th grade teacher is involuntary assigned to 3rd grade, and as a result it is necessary to move a 3rd grade teacher to 4th grade, those moves shall constitute one of the 35 total allocation of involuntary transfers.)
4. The allocated involuntary assignments District-wide set forth in Section 3. above shall be utilized to assign teachers to grade level assignments **only one grade above or one grade below** current grade level assignments for each teacher so assigned.
5. There shall be no more than **three** involuntary assignments at any one school, not including the resultant assignment, if any.
6. In any event, no teacher can be involuntarily assigned **more than once in a five-year period.**
7. Any involuntary assignment, if different than a teacher's preference, must consider student data, teacher performance, and other factors consistent with the mission of maximizing student achievement and meeting the goals established by the District. It is expected that a Principal shall meet with a teacher before issuing the schedule should the Principal anticipate making a teaching assignment not consistent with the teacher's preference.
8. Assignments and teaching schedules shall be presented to teachers no later than May 1st. Assignments that do not reflect a teacher's preference will contain a rationale as set forth in Section 7 above. It is understood that the assignments may change depending upon staff changes.
9. Should a teacher not agree with an involuntary assignment, the teacher may submit a letter of appeal through the Federation to the Deputy Superintendent to be received no later than two weeks after receiving the assignment. The letter of appeal must contain the reasons upon which the teacher is appealing the assignment. The letter must be delivered by hard copy to the Deputy Superintendent with copies to the Chief of School Performance, the appropriate Assistant Superintendent and the Principal, no later than May 15.

10. All properly documented appeals submitted to Deputy Superintendent by May 15 shall be submitted to expedited arbitration on or before May 20. Mutually selected neutral arbitrator(s) who have been retained by the parties shall hold review hearings with each teacher between June 1 and June 10 each year (or an equivalent 10-day window). At each hearing the Arbitrator shall receive information from the teacher, the principal and the Assistant Superintendent. The teacher may present any information he or she deems relevant. The parties may be represented at the hearing. The hearings will be of an established length of time (e.g. 90 minutes).
11. The Arbitrator shall issue a concise written decision within ten (10) days of the hearing, or the last day of the work year for teachers, whichever is later, and said decision shall contain the rationale for the decision. The involuntary assignment shall be affirmed unless it is determined to be arbitrary and/or capricious. The decision of the Arbitrator shall be final.
12. The Federation will not bring any appeals on behalf of teachers who are impacted by a return to a teacher's preferred assignment pursuant to an arbitrator's decision.
13. The dates referenced above may be adjusted to meet the needs of the parties but shall not cause the final decision to extend beyond the timeline set forth above.
14. The above provisions are not applicable to teachers in the 6-12 grades and schedule assignments in such grades shall continue to be handled as they have in the past such that all efforts will continue to be made to give each teacher at least one or two of the subjects/classes that s/he requests. Principals have the responsibility to complete a master schedule that fulfills the mission of the school.

G. Article 42 – Athletic Coaching Vacancies

Summary: *The salary schedules for coaching positions shall be increased twelve percent (12%) for the first year of this agreement. (See Attachment C)

***The District can post coaching positions both internally and externally.**

In order to be eligible for selection for a particular coaching position, a teacher must be qualified for the coaching position.

1. Coaching positions, except those that are vacant, will no longer be posted annually. A coach who is satisfactorily filling a coaching position

and who wishes to continue to do so will serve in the coaching position the following school year.

2. When there is a vacancy, positions may be posted internally and externally (at the same time) so all qualified candidates have an opportunity to apply. Building Representatives will participate in the interview process. The District shall have the right to select the candidate it deems most qualified from all of the applicants.
 - a. When a qualified coach has been hired to fill a coaching position, pursuant to Section 1 above, he/she shall be able to continue in the coaching position in succeeding school years so long as his/her service in the coaching position is satisfactory.
 - b. When a qualified coach has been hired to fill a coaching position, pursuant to Section 2.a. above, he/she shall be able to continue in the coaching position in succeeding school years so long as his/her service in the coaching position is satisfactory. Should such a coach subsequently leave coaching employment or be terminated, that coaching position shall be posted internally and externally as a vacant coaching position.
3. In filling a coaching vacancy, travel time to the school where the coaching position is open shall continue to be a consideration.
4. A coach who is also a teacher and is involuntarily transferred from the school where he or she coaches will be permitted to retain his/her coaching assignment at the original school if his/her schedule need not be altered in order for the assignment to be fulfilled.
5. Selections should be made to avoid having an eligible coach appointed to more than one (1) coaching position in any season. This provision will not apply if other eligible applicants are not available for a coaching position.
6. The Pittsburgh Board of Education continues to have the right to utilize any previously existing additional criteria, if any, that properly apply to the filling of coaching vacancies.

The salary schedules for coaching positions shall be increased twelve percent (12%) effective July 1, 2017. The revised schedule is attached as **Exhibit E**.

H. Salary Corrections

Summary: The District can recover overpayment back six months except for overpayments resulting from incorrect step placement at the time of hire.

Article 123, Section 2

If a teacher has been overpaid at any time during his/her employment with the Board, or is found to be receiving currently an incorrect salary that is higher than the employee should actually be receiving, the employee shall be required to make repayment to the Board for a period not to exceed six (6) work months with said six (6) months being back dated from the date when the employee was provided with notice of the overpayment provided that the Board is correct in its assessment that there has been an overpayment. The length of time from the date of notice to the employee until the date when an adjustment of the matter, if any, is reached shall be additional to this six (6) month maximum limitation that otherwise would apply to the recoupment of an overpayment.

3. The provisions of Section 2. shall not apply to an incorrect initial step placement contained in the written offer of employment after that offer has been accepted.

I. Sick Leave

Summary: Sick leave now includes days for children over 16 with a disability
Article 144, Section 8

A maximum of five (5) of the total allotment of twelve (12) sick leave days per school year may be used for the serious illness of a teacher's parent, or a teacher's child 16 years of age or younger, **or any age if that child has a permanent disability that requires care by a parent.** The existing provisions for the use of sick leave will apply to these five (5) days (i.e., same requirements for a physician's certificate as provided under Section 3. of this Article).

J. Fair Practices

Summary: The Federation proposed including gender identity

Article 8

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

K. Personnel File Procedures and Clearances

Summary: Updated language to comply with District's obligations under Act 24.

Article 37, Section 2

New Language

2. The District will comply with all applicable law(s) regarding the obligation of employees to submit requisite clearances and, accordingly, all employees must comply with District's directives related to the submission of clearances.

L. Administration of Three-year Agreement

All other Articles and terms of the 2010-2015 Teachers/Professionals Collective Bargaining Agreement and 2015-17 Extension shall continue in effect, except those amended or otherwise affected by the provisions of this Three-Year Agreement.

Attachment A

Highmark Community Blue Flex PPO

	Enhanced Value	Standard Value	Out-of-Network
Deductible			
Individual	None	\$500	\$1,000
Family	None	\$1,000	\$2,000
Coinsurance	100%	90% after deductible	75% after deductible
Out-of-Pocket Max.			
Individual	None	\$1,500	\$3,000
Family	None	\$3,000	\$6,000
Preventative Care			
PCP Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Specialist Visit	100% after \$30 copay	100% after \$30 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Telemedicine	100% after \$15 copay	100% after \$20 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34-day supply (eliminate the 100 unit option)		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	
Mail Order RX	90-day supply		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	

Attachment B

UPMC PPO

	In-Network	Out-of-Network
Deductible		
Individual	None	\$1,000
Family	None	\$2,000
Coinsurance	100%	75% after deductible
Out-of-Pocket Max.		
Individual	None	\$3,000
Family	None	\$6,000
Preventative Care		
PCP Visit	100% after \$15 copay	75% after deductible
Specialist Visit	100% after \$30 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	75% after deductible
Telemedicine	100% after \$15 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34 day supply (eliminate the 100 unit option)	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	
Mail Order Rx	90 day supply	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	

Attachment C

Athletic Coach Salary Proposal

Effective July 1, 2017

			2017-2018
		Current	12%
1. Senior High Schools (Boys' Sports)			
Football	Head Coach	\$6,673	\$7,474
	1 st Assistant Coach	4,711	5,276
	2 nd & 3 rd Assistant Coaches	3,449	3,863
	4 th & 5 th Assistant Coaches*	2,708	3,033
Basketball	Head Coach	6,673	7,474
	Assistant Coach	4,373	4,898
Baseball	Head Coach	4,150	4,648
	Assistant Coach	2,694	3,017
Track	Head Coach	3,670	4,110
	Assistant Coach	2,694	3,017
Swimming		3,560	3,987
Volleyball		3,560	3,987
Wrestling	Head Coach	3,911	4,380
	Assistant Coach**	2,693	3,016
Soccer	Head Coach	2,976	3,333
	Assistant Coach**	2,029	2,272
Cross-Country {Coeducational}	Head Coach	2,140	2,397
	Assistant Coach**	1,553	1,739
Tennis		1,973	2,210
Golf (Coeducational)}		1,973	2,210
2. Senior High Schools (Girls' Sports)			
Basketball	Head Coach	\$6,673	\$7,474
	Assistant Coach	4,373	4,898
Track	Head Coach	3,670	4,110
	Assistant Coach	2,694	3,017
Softball	Head Coach	4,150	4,648
	Assistant Coach	2,694	3,017
Soccer	Head Coach	2,976	3,333
	Assistant Coach	2,029	2,272
Swimming		3,560	3,987
Volleyball		3,560	3,987
Tennis		1,973	2,210

3. Middle Schools (Boys' Sports)			
Basketball***		\$2,470	\$2,766
Wrestling		2,469	2,765
Swimming		1,973	2,210
Softball***		1,867	2,091
Soccer***		1,827	2,046
Volleyball		1,629	1,824
Cross-Country (Coeducational)***		\$1,629	\$1,824
4. Middle Schools (Girls' Sports)			
Basketball***		2,470	2,766
Swimming		1,973	2,210
Softball***		1,867	2,091
Soccer***		1,827	2,046
Volleyball		1,629	1,824

ATTACHMENT D

Article 95: SALARY SCHEDULES FOR TEACHERS

Bachelor's Degree

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	40,736	41,551	42,382	43,230
2	42,516	43,366	44,233	45,118
3	44,006	44,886	45,784	46,700
4	45,363	46,270	47,195	48,139
5	46,854	47,791	48,747	49,722
6	48,314	49,280	50,266	51,271
7	49,661	50,654	51,667	52,700
8	51,050	52,071	53,112	54,174
9	52,571	53,622	54,694	55,788
10a	68,349	69,716	71,110	72,532
10b	85,647	87,360	89,107	90,889

Advance Study Credit

Bachelor's + 10 Credits --- \$300

Bachelor's + 20 Credits

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

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	42,885	43,743	44,618	45,510
2	44,839	45,736	46,651	47,584
3	46,577	47,509	48,459	49,428
4	47,913	48,871	49,848	50,845
5	49,353	50,340	51,347	52,374
6	50,823	51,839	52,876	53,934
7	52,098	53,140	54,203	55,287
8	53,383	54,451	55,540	56,651
9	54,792	55,888	57,006	58,146
10a	71,504	72,934	74,393	75,881
10b	89,760	91,555	93,386	95,254

Advance Study Credit

Master's/M Equivalent + 10 credits --- \$300

Master's/M Equivalent + 20 credits --- \$500

Master's + 30 credits ----- \$700

Master's + 40 credits ----- \$900

Master's + 50 credits ----- \$1,100

Master's + 60 credits ----- \$1,300

Doctorate ----- \$1,600

NBPTS Certification ----- \$4,600

Certain Earned Doctorates
stay at---\$2,000

Teachers Hired after July 1, 2010 and 2017-2018

STEP	Sep-17	Sep-18	Sep-19
1	46,000	46,920	47,858
2	47,500	48,450	49,419
3	49,000	49,980	50,980
4	50,500	51,510	52,540
5	52,000	53,040	54,101
6	56,000	57,120	58,262
7	60,000	61,200	62,424
8	64,000	65,280	66,586
9	68,000	69,360	70,747
10	72,000	73,440	74,909
11	82,000	83,640	85,313
12	91,555	93,386	95,254

Effective July 1, 2017, employees who are currently on the career ladder salary schedule will be placed on the above schedule at the next higher step than the step they are on as of June 30, 2017 provided the increase is at least 2%. If the increase would not equal at least 2%, the employee will receive one step in addition to the placement described above. Employees will stay on this step for the duration of the 2017-18 school year. Effective with the 2018-19 school year, employees will move on the above schedule on their normal increment date. Teachers at Level 2 of the career ladder salary schedule who were at a level decision as of June 30, 2017, and who would have been eligible to move two levels for the 2017-18 school year, shall receive one step in addition to the placement described above for a placement no greater than two steps higher than the step they are on as of June 30, 2017.

The teachers/professionals increment (TPI) provided under Article 111 would be available to employees hired after July 1, 2010 after completion of 5 years at step 12 or completion of sixteen (16) years of teaching with the School District of Pittsburgh, whichever first occurs.

The longevity increment under Article 110 would be available to teachers hired after July 1, 2010 after twenty-four (24) years of teaching with the School District of Pittsburgh.

Advance study credit above Masters would be applicable to the above schedule beginning July 1, 2018.

Advance Study Credit

NBPTS Certification ----- \$4,600

ARTICLE 96

SALARY SCHEDULE FOR COUNSELORS

**Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular
192-Day School Year***

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	43,194	44,058	44,939	45,838
2	45,147	46,050	46,971	47,910
3	46,885	47,823	48,779	49,755
4	48,222	49,186	50,170	51,173
5	49,661	50,654	51,667	52,700
6	51,131	52,154	53,197	54,261
7	52,407	53,455	54,524	55,614
8	53,691	54,765	55,860	56,977
9	55,100	56,202	57,326	58,473
10a	71,813	73,249	74,714	76,208
10b	90,069	91,870	93,707	95,581
11	90,377	92,185	94,029	95,910
12	90,685	92,499	94,349	96,236
13	90,994	92,814	94,670	96,563
14	91,611	93,443	95,312	97,218

*Counselors work year is either 195 days (192 days + 3 additional pro-rata-paid days -- elementary and middle school counselors) or 202 days (192 + 10 additional pro-rata-paid days -- high school counselors). These seven (7) additional workdays will commence for the 2004-05 school year. The counselors workday continues to be eight (8) hours.

ARTICLE 97: SALARY SCHEDULE FOR PSYCHOLOGISTS

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	49,661	50,654	51,667	52,700
2	51,131	52,154	53,197	54,261
3	52,407	53,455	54,524	55,614
4	53,691	54,765	55,860	56,977
5	55,100	56,202	57,326	58,473
6a	71,813	73,249	74,714	76,208
6b	90,069	91,870	93,707	95,581
7	90,377	92,185	94,029	95,910
8	90,685	92,499	94,349	96,236
9	90,994	92,814	94,670	96,563
10	91,611	93,443	95,312	97,218

*Extra workdays/workweeks during the summer will be paid pro rata at the annual salary rate in effect at the time the psychologist is working.

ARTICLE 98: SALARY SCHEDULE FOR SOCIAL WORKERS

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits --- Regular 192-Day School Year*

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	43,194	44,058	44,939	45,838
2	45,147	46,050	46,971	47,910
3	46,885	47,823	48,779	49,755
4	48,222	49,186	50,170	51,173
5	49,661	50,654	51,667	52,700
6	51,131	52,154	53,197	54,261
7	52,407	53,455	54,524	55,614
8	53,691	54,765	55,860	56,977
9	55,100	56,202	57,326	58,473
10a	71,813	73,249	74,714	76,208
10b	90,069	91,870	93,707	95,581
11	90,377	92,185	94,029	95,910
12	90,685	92,499	94,349	96,236
13	90,994	92,814	94,670	96,563
14	91,611	93,443	95,312	97,218

*Social Workers work year is 195 days. The three extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary in effect for the new school year. The workday is eight (8) hours.

Social Workers on Bachelor's Degree Salary Schedule (All are at top step.)

STEP	Jun-17	Sep-17	Sep-18	Sep-19
10b	86,573	88,304	90,070	91,871

ARTICLE 99
SALARY SCHEDULES FOR SCHOOL NURSE PRACTITIONERS
AND DENTAL HYGIENISTS
Bachelor's Degree Salary Schedule --- Regular 192-Day School Year*

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	41,045	41,866	42,703	43,557
2	42,824	43,680	44,554	45,445
3	44,315	45,201	46,105	47,027
4	45,672	46,585	47,517	48,467
5	47,163	48,106	49,068	50,049
6	48,623	49,595	50,587	51,599
7	49,970	50,969	51,988	53,028
8	51,358	52,385	53,433	54,502
9	52,879	53,937	55,016	56,116
10a	68,657	70,030	71,431	72,860
10b	85,956	87,675	89,429	91,218
11	86,264	87,989	89,749	91,544
12	86,573	88,304	90,070	91,871

*School Nurse Practitioners and Dental Hygienists work year is 195 days. The three extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary in effect for the new school year. The workday is eight (8) hours.

ARTICLE 100

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

**Master's Degree, Master's Equivalent, Bachelor's Degree + 30 Credits --
Regular 192-Day School Year***

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	43,194	44,058	44,939	45,838
2	45,147	46,050	46,971	47,910
3	46,885	47,823	48,779	49,755
4	48,222	49,186	50,170	51,173
5	49,661	50,654	51,667	52,700
6	51,131	52,154	53,197	54,261
7	52,407	53,455	54,524	55,614
8	53,691	54,765	55,860	56,977
9	55,100	56,202	57,326	58,473
10a	71,813	73,249	74,714	76,208
10b	90,069	91,870	93,707	95,581
11	90,377	92,185	94,029	95,910
12	90,685	92,499	94,349	96,236
13	90,994	92,814	94,670	96,563
14	91,611	93,443	95,312	97,218

*School Nurse Practitioners and Dental Hygienists work year is 195 days. The three extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary in effect for the new school year. The workday is eight (8) hours.

ARTICLE 101
SALARY SCHEDULES FOR SCHOOL TO WORK TRANSITION TEACHERS
Master's Degree, Master's Equivalent, Bachelor's Degree + 30 Credits --
Regular 192-Day School Year*

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	45,147	46,050	46,971	47,910
2	46,885	47,823	48,779	49,755
3	48,222	49,186	50,170	51,173
4	49,661	50,654	51,667	52,700
5	51,131	52,154	53,197	54,261
6	52,407	53,455	54,524	55,614
7	53,691	54,765	55,860	56,977
8	55,100	56,202	57,326	58,473
9a	71,813	73,249	74,714	76,208
9b	90,069	91,870	93,707	95,581

*Extra workday(s)/workweek(s), if any, will be paid pro rata, at the annual salary rated in as the time the school to work transition teacher is working. The workday is eight (8) hours.

**ARTICLE 102: 12 MONTH/CALENDAR YEAR PFT-REPRESENTED PROFESSIONALS
(Including Staff Development and Technology Support Specialist,
Instructional and Program Advisor for Early Intervention)
Bachelor's Degree Salary Schedule**

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	49,764	50,759	51,774	52,809
2	51,358	52,385	53,433	54,502
3	52,746	53,801	54,877	55,975
4	54,031	55,112	56,214	57,338
5a	69,865	71,262	72,687	74,141
5b	87,190	88,934	90,713	92,527

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

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	52,540	53,591	54,663	55,756
2	53,671	54,744	55,839	56,956
3	55,060	56,161	57,284	58,430
4	56,344	57,471	58,620	59,792
5a	73,618	75,090	76,592	78,124
5b	92,433	94,282	96,168	98,091

ARTICLE 103 ADJUNCT TEACHER SALARY SCHEDULES AND HOURLY RATES

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	40,171	40,974	41,793	42,629
2	42,732	43,587	44,459	45,348
3	44,304	45,190	46,094	47,016
4	45,476	46,386	47,314	48,260
5	46,741	47,676	48,630	49,603
6	48,550	49,521	50,511	51,521
7	50,134	51,137	52,160	53,203
8	51,409	52,437	53,486	54,556
9	56,118	57,240	58,385	59,553
10	64,652	65,945	67,264	68,609

The hourly rate for adjunct teachers continues to be determined by dividing the applicable annual salary amount by 1181.25 (1181.25 = 6.25 hours/day x 189 days).

ARTICLE 105 PRESCHOOL SALARY SCHEDULES

Sign Language Interpreter

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	29,478	30,068	30,669	31,282
2	31,329	31,956	32,595	33,247
3	32,974	33,633	34,306	34,992
4	36,151	36,874	37,611	38,363
5	37,426	38,175	38,939	39,718
6	40,809	41,625	42,458	43,307

Certified Occupational Therapy Assistant (COTA) & Physical Therapy Assistants

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	38,043	38,804	39,580	40,372
2	40,099	40,901	41,719	42,553
3	42,155	42,998	43,858	44,735
4	44,212	45,096	45,998	46,918
5	46,268	47,193	48,137	49,100
6	51,409	52,437	53,486	54,556

Family Services Specialists, Special Services Coordinators, Parent Involvement Volunteer Coordinator, Health Coordinators, Nutrition Specialist

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	40,181	40,985	41,805	42,641
2	42,721	43,575	44,447	45,336
3	44,304	45,190	46,094	47,016
4	47,327	48,274	49,239	50,224
5	48,592	49,564	50,555	51,566
6	53,414	54,482	55,572	56,683

**Preschool Teachers (Early Childhood), Level II (2017-18)
Bachelor's Degree**

STEP	Jun-17	Sep-17
1	35,410	36,118
2	38,587	39,359
3	41,764	42,599
4	44,942	45,841
5	46,217	47,141
6	47,482	48,432
7	48,869	49,846
8	50,350	51,357
9	51,830	52,867
10	55,748	56,863

Master's Degree

STEP	Jun-17	Sep-17
1	37,210	37,954
2	40,387	41,195
3	43,564	44,435
4	47,913	48,871
5	49,291	50,277
6	50,659	51,672
7	52,149	53,192
8	53,630	54,703
9	55,121	56,223
10	59,028	60,209

**ARTICLE 106
PRESCHOOL TEACHER (EARLY INTERVENTION SPECIAL EDUCATION), LEVEL III**

Bachelor's Degree

STEP	Jun-17	Sep-17
1	40,736	41,551
2	42,516	43,366
3	44,006	44,886
4	45,363	46,270
5	46,854	47,791
6	48,314	49,280
7	49,661	50,654
8	51,050	52,071
9	52,571	53,622
10	56,807	57,943

Master's Degree

STEP	Jun-17	Sep-17
1	42,885	43,743
2	44,839	45,736
3	46,577	47,509
4	47,913	48,871
5	49,353	50,340
6	50,823	51,839
7	52,098	53,140
8	53,383	54,451
9	54,792	55,888
10	60,086	61,288

PRESCHOOL TEACHER (EC and EI) Level II and Level III, 2018-20

Bachelor's Degree

STEP	Sep-18	Sep-19
1	42,382	43,230
2	44,234	45,119
3	45,784	46,700
4	47,195	48,139
5	48,747	49,722
6	50,266	51,271
7	51,667	52,700
8	53,112	54,174
9	54,694	55,788
10	59,102	60,284

Master's Degree

STEP	Sep-18	Sep-19
1	44,618	45,510
2	46,651	47,584
3	48,458	49,427
4	49,848	50,845
5	51,347	52,374
6	52,876	53,934
7	54,256	55,341
8	55,797	56,913
9	57,347	58,494
10	62,514	63,764

ARTICLE 107

FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULES

STEP	Jun-17	Sep-17	Sep-18	Sep-19
1	39,441	40,230	41,035	41,856
2	40,181	40,985	41,805	42,641
3	42,516	43,366	44,233	45,118