

From the PEA Contract dated 9/1/11 - ARTICLE 12: SALARIES

A. Newly hired educators

1. The parties agree to maintain an Experienced Based Salary Schedule to be used as the basis for determining entry-level salaries.
2. A two-step process will be used to place educators on the Professional Learning Based Salary Schedule.
  - a. Each educator will first be placed on the Experience Based Salary Schedule for that contract year in accordance with the requirements in Paragraph B above. In order to advance on the experience scale of the salary schedule, a educator must work at least one (1) day more than one half (1/2) of the annual educator work year -- (part-time employees' total work time must be equivalent to one half (1/2) of the full-time educators' work year). All paid time away from the job, e.g. paid sick leave, personal leave, sabbatical leave, funeral leave, shall be counted as workdays. All unpaid time away from the job, e.g. unpaid personal and sick leave days used in excess of those granted by the Collective Bargaining Agreement, shall not be counted as work days. Payments in an unrelated job classification shall not be counted as workdays. For part-time employees, only those days worked within one school year will be counted in the calculation to determine step movement.
  - b. Each educator will then be placed on the Professional Learning Salary Schedule on the lane and step with the salary identical/or next highest to the salary he/she would have made on the Experience Based Salary Schedule. If that salary lane would place an educator at step 6 or lower, that is the step and salary. If that placement is above step 6, the educator moves to the step with the next highest salary in the lane immediately to the right.
  - c. Vocational Educator
    - i. The following requirements shall apply to those educators who are required to hold a valid Vocational Certificate.
    - ii. Educators of Vocational-Technical courses shall have a minimum of three years of occupational experience in the occupational area concerned.
    - iii. Vocational educators shall be placed on the Experience Based Scale for initial salary determination based on the following:
      - Vocational Certification - paid on the Bachelors scale
      - Bachelors Degree - paid on the Masters scale
      - Masters Degree - paid on the Masters Intermediate scale

- d. Placement on Masters Intermediate Scale for initial salary determination:
- i. Placement on the Masters Intermediate scale shall be only through an approved planned program:
  - ii. Leading to a doctoral degree with a minimum of thirty (30) hours completed;
  - iii. Certificate of Advanced Study or approved equivalent;
  - iv. Second masters degree which is in another discipline or which provides another area of certification;
  - v. Special program of thirty (30) credit hours approved in advance, and at the sole discretion of the Superintendent for courses taken after September 1, 1984, provided that any such approval shall not be grievable.

Portland does not have a traditional salary schedule in that there is no one true BA or MA lane. For our database calculations, we used a mixture of information, as well as created BA and MA lanes. The BA and MA lanes assumed that a teacher came in with either a BA or MA and no experience and then advanced one step each year in that same lane. In Portland, continuing education - earned in a variety of ways - is rewarded; however, there are a number of paths and points at which teachers will advance to the next lane. For more information, see the pages above or visit the current CBA ([http://nctq.org/docs/Portland\\_ME\\_PEA\\_11-14\\_Final.pdf](http://nctq.org/docs/Portland_ME_PEA_11-14_Final.pdf)), Article 12.

YEAR	BASE	HOURLY
13-14	33,028	27.17

2013-2014 = 3% increase

Schedule 187 Day Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only)								
STEP	B	M	MI	D				
1	34,679	1	37,982	4	39,633	5	41,285	6
2	36,331	3	39,633	5	41,285	6	42,937	1
3	37,982	4	41,285	6	42,937	1	44,588	2
4	39,633	5	42,937	1	44,588	2	46,239	4
5	40,955	6	44,588	2	46,239	4	47,891	5
6	42,275	1	45,909	3	47,560	5	49,211	6
7	43,597	2	47,230	4	48,882	6	50,533	1
8	44,918	3	48,551	5	50,202	1	51,854	1
9	46,239	4	49,873	6	51,524	1	53,175	2
10	47,560	5	51,193	1	52,845	2	54,496	3
11	48,882	6	52,515	2	54,166	3	55,818	4
12	50,202	1	53,836	3	55,487	4	57,138	5
13	51,524	1	55,157	4	56,809	5	58,460	6
14	52,845	2	56,478	5	58,129	6	59,780	1
15	54,001	3	57,634	6	59,285	1	60,937	1
16	55,157	4	58,789	6	60,441	1	62,093	2
17	56,313	5	59,946	1	61,597	2	63,248	3
18	56,313	5	61,102	2	62,753	3	64,405	4
19	56,313	5	61,102	2	63,909	4	65,561	5
20	56,313	5	61,102	2	63,909	4	65,561	5
21	57,304	5	62,093	2	64,900	4	66,551	6
22	57,304	5	62,093	2	64,900	4	66,551	6
23	57,304	5	62,093	2	64,900	4	66,551	6
24	57,304	5	62,093	2	64,900	4	66,551	6
25	57,304	5	62,093	2	64,900	4	66,551	6
26	58,129	6	62,919	3	65,725	5	67,377	6
27	58,129	6	62,919	3	65,725	5	67,377	6
28	58,129	6	62,919	3	65,725	5	67,377	6
29	58,129	6	62,919	3	65,725	5	67,377	6
30	58,129	6	62,919	3	65,725	5	67,377	6
31	59,120	1	63,909	4	66,716	6	68,368	1

Schedule 187 Day Professional Learning Based Salary Schedule					
STEP	I	II	III	IV	V
1	34,679	43,432	52,184	60,937	69,689
2	36,001	44,752	53,505	62,257	71,010
3	37,322	46,074	54,827	63,579	72,332
4	38,643	47,395	56,147	64,900	73,652
5	39,964	48,716	57,469	66,221	74,974
6	41,285	50,037	58,789	67,542	76,294
7	42,606	51,359	60,111	68,864	77,616
8	43,927	52,679	61,432	70,184	78,937
9	45,248	54,001	62,753	71,506	80,258
10	46,569	55,322	64,074	72,827	81,579

YEAR	BASE	HOURLY
13-14	33,028	27.17

2013-2014 = 3% increase

Schedule 197 Day Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only)								
STEP	B		M		MI	D		
1	36,574	1	40,058	4	41,799	5	43,541	6
2	38,316	3	41,799	5	43,541	6	45,283	1
3	40,058	4	43,541	6	45,283	1	47,025	2
4	41,799	5	45,283	1	47,025	2	48,765	4
5	43,193	6	47,025	2	48,765	4	50,508	5
6	44,586	1	48,418	3	50,159	5	51,901	6
7	45,979	2	49,811	4	51,553	6	53,294	1
8	47,373	3	51,204	5	52,945	1	54,688	1
9	48,765	4	52,598	6	54,339	1	56,080	2
10	50,159	5	53,991	1	55,733	2	57,474	3
11	51,553	6	55,384	2	57,126	3	58,868	4
12	52,945	1	56,778	3	58,519	4	60,260	5
13	54,339	1	58,170	4	59,913	5	61,654	6
14	55,733	2	59,564	5	61,306	6	63,047	1
15	56,952	3	60,783	6	62,524	1	64,267	1
16	58,170	4	62,002	6	63,745	1	65,485	2
17	59,391	5	63,221	1	64,963	2	66,705	3
18	59,391	5	64,441	2	66,182	3	67,924	4
19	59,391	5	64,441	2	67,402	4	69,143	5
20	59,391	5	64,441	2	67,402	4	69,143	5
21	60,435	5	65,485	2	68,447	4	70,188	6
22	60,435	5	65,485	2	68,447	4	70,188	6
23	60,435	5	65,485	2	68,447	4	70,188	6
24	60,435	5	65,485	2	68,447	4	70,188	6
25	60,435	5	65,485	2	68,447	4	70,188	6
26	61,306	6	66,357	3	69,317	5	71,060	6
27	61,306	6	66,357	3	69,317	5	71,060	6
28	61,306	6	66,357	3	69,317	5	71,060	6
29	61,306	6	66,357	3	69,317	5	71,060	6
30	61,306	6	66,357	3	69,317	5	71,060	6
31	62,351	1	67,402	4	70,362	6	72,104	1

Schedule 197 Day Professional Learning Based Salary Schedule					
STEP	I	II	III	IV	V
1	36,574	45,805	55,036	64,267	73,497
2	37,968	47,198	56,430	65,659	74,890
3	39,361	48,591	57,823	67,053	76,284
4	40,754	49,985	59,216	68,447	77,676
5	42,148	51,378	60,609	69,839	79,071
6	43,541	52,772	62,002	71,233	80,464
7	44,934	54,166	63,395	72,626	81,857
8	46,327	55,558	64,789	74,019	83,251
9	47,721	56,952	66,182	75,414	84,643
10	49,115	58,345	67,575	76,807	86,037