

Portland does not have a traditional salary schedule, in that there is not one clear BA or MA "lane". For NCTQ's analysis, we used a mix of information to create possible BA and MA lanes. These "lanes" assume a teacher begins with no prior teaching experience and with either a BA (in the BA "lane", a teacher will start on Step 1, Lane/Level I) or a MA (in the MA "lane", a teacher will start on Step 4, Lane/Level I) and does not advance beyond Lane/Level I on the Professional Learning Based Salary Schedule. Continuing education - earned in a variety of ways - is rewarded; however, there are numerous paths and points at which a teacher can advance to the next Lane/Level, which is why we don't take Lane/Level advancement into account in our analysis. For additional information, see pages 3-6 below (pulled from the 2014-2015 CBA) or view the CBA, Article 12 directly at [http://nctq.org/docs/PEA_\(Teacher\)_Contract_9-1-14.pdf](http://nctq.org/docs/PEA_(Teacher)_Contract_9-1-14.pdf).

Appendix A-3

PEA Salary Schedule 2015-2016 (2% COLA + 1 step)

Schedule 183 Day

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| Schedule 183 Day Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale | | | | | | | | Schedule 183 Day Professional Learning Based Salary Schedule | | | | | |
|--|--------|---|--------|---|--------|---|--------|---|--------|--------|--------|--------|--------|
| STEP | B | | M | | MI | | D | STEP | I | II | III | IV | V |
| 1 | 35,373 | 1 | 38,742 | 4 | 40,426 | 5 | 42,111 | 6 | 35,373 | 44,301 | 53,228 | 62,156 | 71,083 |
| 2 | 37,058 | 3 | 40,426 | 5 | 42,111 | 6 | 43,796 | 1 | 36,721 | 45,647 | 54,575 | 63,502 | 72,430 |
| 3 | 38,742 | 4 | 42,111 | 6 | 43,796 | 1 | 45,480 | 2 | 38,068 | 46,995 | 55,924 | 64,851 | 73,779 |
| 4 | 40,426 | 5 | 43,796 | 1 | 45,480 | 2 | 47,164 | 4 | 39,416 | 48,343 | 57,270 | 66,198 | 75,125 |
| 5 | 41,774 | 6 | 45,480 | 2 | 47,164 | 4 | 48,849 | 5 | 40,763 | 49,690 | 58,618 | 67,545 | 76,473 |
| 6 | 43,121 | 1 | 46,827 | 3 | 48,511 | 5 | 50,195 | 6 | 42,111 | 51,038 | 59,965 | 68,893 | 77,820 |
| 7 | 44,469 | 2 | 48,175 | 4 | 49,860 | 6 | 51,544 | 1 | 43,458 | 52,386 | 61,313 | 70,241 | 79,168 |
| 8 | 45,816 | 3 | 49,522 | 5 | 51,206 | 1 | 52,891 | 1 | 44,806 | 53,733 | 62,661 | 71,588 | 80,516 |
| 9 | 47,164 | 4 | 50,870 | 6 | 52,554 | 1 | 54,239 | 2 | 46,153 | 55,081 | 64,008 | 72,936 | 81,863 |
| 10 | 48,511 | 5 | 52,217 | 1 | 53,902 | 2 | 55,586 | 3 | 47,500 | 56,428 | 65,355 | 74,284 | 83,211 |
| 11 | 49,860 | 6 | 53,565 | 2 | 55,249 | 3 | 56,934 | 4 | | | | | |
| 12 | 51,206 | 1 | 54,913 | 3 | 56,597 | 4 | 58,281 | 5 | | | | | |
| 13 | 52,554 | 1 | 56,260 | 4 | 57,945 | 5 | 59,629 | 6 | | | | | |
| 14 | 53,902 | 2 | 57,608 | 5 | 59,292 | 6 | 60,976 | 1 | | | | | |
| 15 | 55,081 | 3 | 58,787 | 6 | 60,471 | 1 | 62,156 | 1 | | | | | |
| 16 | 56,260 | 4 | 59,965 | 6 | 61,650 | 1 | 63,335 | 2 | | | | | |
| 17 | 57,439 | 5 | 61,145 | 1 | 62,829 | 2 | 64,513 | 3 | | | | | |
| 18 | 57,439 | 5 | 62,324 | 2 | 64,008 | 3 | 65,693 | 4 | | | | | |
| 19 | 57,439 | 5 | 62,324 | 2 | 65,187 | 4 | 66,872 | 5 | | | | | |
| 20 | 57,439 | 5 | 62,324 | 2 | 65,187 | 4 | 66,872 | 5 | | | | | |
| 21 | 58,450 | 5 | 63,335 | 2 | 66,198 | 4 | 67,882 | 6 | | | | | |
| 22 | 58,450 | 5 | 63,335 | 2 | 66,198 | 4 | 67,882 | 6 | | | | | |
| 23 | 58,450 | 5 | 63,335 | 2 | 66,198 | 4 | 67,882 | 6 | | | | | |
| 24 | 58,450 | 5 | 63,335 | 2 | 66,198 | 4 | 67,882 | 6 | | | | | |
| 25 | 58,450 | 5 | 63,335 | 2 | 66,198 | 4 | 67,882 | 6 | | | | | |
| 26 | 59,292 | 6 | 64,177 | 3 | 67,040 | 5 | 68,725 | 6 | | | | | |
| 27 | 59,292 | 6 | 64,177 | 3 | 67,040 | 5 | 68,725 | 6 | | | | | |
| 28 | 59,292 | 6 | 64,177 | 3 | 67,040 | 5 | 68,725 | 6 | | | | | |
| 29 | 59,292 | 6 | 64,177 | 3 | 67,040 | 5 | 68,725 | 6 | | | | | |
| 30 | 59,292 | 6 | 64,177 | 3 | 67,040 | 5 | 68,725 | 6 | | | | | |
| 31 | 60,302 | 1 | 65,187 | 4 | 68,050 | 6 | 69,735 | 1 | | | | | |

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Appendix A-4
PEA Salary Scale 2015-2016 (2% COLA + 1 step)
Schedule 193 Day

| Schedule 193 Day Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only) | | | | | | | | | Schedule 193 Day Professional Learning Based Salary Schedule | | | | | |
|--|--------|---|--------|---|--------|---|--------|---|---|--------|--------|--------|--------|--------|
| STEP | B | | M | | MI | | D | | STEP | I | II | III | IV | V |
| 1 | 37,305 | 1 | 40,859 | 4 | 42,635 | 5 | 44,412 | 6 | 1 | 37,305 | 46,721 | 56,137 | 65,552 | 74,967 |
| 2 | 39,082 | 3 | 42,635 | 5 | 44,412 | 6 | 46,189 | 1 | 2 | 38,727 | 48,142 | 57,559 | 66,972 | 76,388 |
| 3 | 40,859 | 4 | 44,412 | 6 | 46,189 | 1 | 47,966 | 2 | 3 | 40,148 | 49,563 | 58,979 | 68,394 | 77,810 |
| 4 | 42,635 | 5 | 46,189 | 1 | 47,966 | 2 | 49,740 | 4 | 4 | 41,569 | 50,985 | 60,400 | 69,816 | 79,230 |
| 5 | 44,057 | 6 | 47,966 | 2 | 49,740 | 4 | 51,518 | 5 | 5 | 42,991 | 52,406 | 61,821 | 71,236 | 80,652 |
| 6 | 45,478 | 1 | 49,386 | 3 | 51,162 | 5 | 52,939 | 6 | 6 | 44,412 | 53,827 | 63,242 | 72,658 | 82,073 |
| 7 | 46,899 | 2 | 50,807 | 4 | 52,584 | 6 | 54,360 | 1 | 7 | 45,833 | 55,249 | 64,663 | 74,079 | 83,494 |
| 8 | 48,320 | 3 | 52,228 | 5 | 54,004 | 1 | 55,782 | 1 | 8 | 47,254 | 56,669 | 66,085 | 75,499 | 84,916 |
| 9 | 49,740 | 4 | 53,650 | 6 | 55,426 | 1 | 57,202 | 2 | 9 | 48,675 | 58,091 | 67,506 | 76,922 | 86,336 |
| 10 | 51,162 | 5 | 55,071 | 1 | 56,848 | 2 | 58,623 | 3 | 10 | 50,097 | 59,512 | 68,927 | 78,343 | 87,758 |
| 11 | 52,584 | 6 | 56,492 | 2 | 58,269 | 3 | 60,045 | 4 | | | | | | |
| 12 | 54,004 | 1 | 57,914 | 3 | 59,689 | 4 | 61,465 | 5 | | | | | | |
| 13 | 55,426 | 1 | 59,333 | 4 | 61,111 | 5 | 62,887 | 6 | | | | | | |
| 14 | 56,848 | 2 | 60,755 | 5 | 62,532 | 6 | 64,308 | 1 | | | | | | |
| 15 | 58,091 | 3 | 61,999 | 6 | 63,774 | 1 | 65,552 | 1 | | | | | | |
| 16 | 59,333 | 4 | 63,242 | 6 | 65,020 | 1 | 66,795 | 2 | | | | | | |
| 17 | 60,579 | 5 | 64,485 | 1 | 66,262 | 2 | 68,039 | 3 | | | | | | |
| 18 | 60,579 | 5 | 65,730 | 2 | 67,506 | 3 | 69,282 | 4 | | | | | | |
| 19 | 60,579 | 5 | 65,730 | 2 | 68,750 | 4 | 70,526 | 5 | | | | | | |
| 20 | 60,579 | 5 | 65,730 | 2 | 68,750 | 4 | 70,526 | 5 | | | | | | |
| 21 | 61,644 | 5 | 66,795 | 2 | 69,816 | 4 | 71,592 | 6 | | | | | | |
| 22 | 61,644 | 5 | 66,795 | 2 | 69,816 | 4 | 71,592 | 6 | | | | | | |
| 23 | 61,644 | 5 | 66,795 | 2 | 69,816 | 4 | 71,592 | 6 | | | | | | |
| 24 | 61,644 | 5 | 66,795 | 2 | 69,816 | 4 | 71,592 | 6 | | | | | | |
| 25 | 61,644 | 5 | 66,795 | 2 | 69,816 | 4 | 71,592 | 6 | | | | | | |
| 26 | 62,532 | 6 | 67,684 | 3 | 70,703 | 5 | 72,481 | 6 | | | | | | |
| 27 | 62,532 | 6 | 67,684 | 3 | 70,703 | 5 | 72,481 | 6 | | | | | | |
| 28 | 62,532 | 6 | 67,684 | 3 | 70,703 | 5 | 72,481 | 6 | | | | | | |
| 29 | 62,532 | 6 | 67,684 | 3 | 70,703 | 5 | 72,481 | 6 | | | | | | |
| 30 | 62,532 | 6 | 67,684 | 3 | 70,703 | 5 | 72,481 | 6 | | | | | | |
| 31 | 63,598 | 1 | 68,750 | 4 | 71,769 | 6 | 73,546 | 1 | | | | | | |

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6

1 3. Charitable solicitations from certificated personnel

2
3 4. The collection of lunch money.

4
5 B. During the term of this Agreement, whenever feasible in the judgment of the Board, after consideration
6 of the availability of funds and of suitable replacement personnel, educators shall not be required to
7 perform the following duties:

8
9 1. Cafeteria duty

10
11 2. Bus loading and unloading

12
13 3. Supervision of playgrounds, except at recess

14
15 4. Duplicating and reproducing instructional material

16
17 5. Non-teaching supervisory responsibilities

18
19 6. Collecting money from students

20
21 7. Clerical functions

22
23 8. Custodial functions

24
25 C. Notwithstanding the provisions of Section A, Subsection 2, and Section A, Subsection 3, educators may
26 participate in solicitations for charitable drives consented to by both the Association and the Board as
27 they relate to educators only.

28
29 D. Activities which, in the judgment of the Board, have no educational objectives shall be barred from
30 classrooms.

31
32 **ARTICLE 12: SALARIES**

33
34 **PREAMBLE**

35
36 The PPS and PEA believe it is important to maintain a professional learning system which leads to
37 improvement in student learning and educator practice. The Professional Learning Based Salary System
38 (PLBSS) recognizes professional learning which promotes significant contributions to student learning
39 and educator practice, and is equally accessible to all members of the bargaining unit. The PLBSS
40 encourages educators to remain career-long learners in order to increase student learning, to enhance and
41 update educator skills, and to have educators be visible models as learners to their students. Therefore,
42 this system encourages salary contact hour proposals which may use evidence of educators' updated skills
43 and measures of student performance for documentation of successful proposals.

44
45 A. The salaries of all educators covered by this Agreement are set forth in Appendix A which is
46 attached hereto and made a part hereof.

47
48 B. In order to advance a step on the professional learning based salary scale, an educator must work
49 at least one (1) day more than the one half (1/2) of the annual educator work year. Part-time

1 educators' total work time must be equivalent to one half (1/2) of the full time educators' work
2 year. All paid time away from the job, e.g. paid sick leave, personal leave, sabbatical leave,
3 bereavement leave, shall be counted as workdays. All unpaid time away from the job, e.g. unpaid
4 sick and personal leave days used in excess of those granted by the Collective Bargaining
5 Agreement, shall not be counted as workdays. Payments in an unrelated job classification shall
6 not be counted as workdays. For part-time educators, only those days worked within one school
7 year will be counted in the calculation to determine step movement.
8

9 C. Advancing one salary lane on the Professional Learning Based Salary Scale

- 10 1. To advance one salary lane on the Professional Learning Based Salary Scale, educators
11 must accumulate 225 approved salary contact hours defined as follows:
12 a. University /College credits (one credit equals 15 SCH).
13 Continuing Education Units (CEU) (one unit equals 10 SCH).
14 PPS and PEA designed and approved contact hours.
15 Individual proposed and approved contact hours.
16
17 b. Eligible university/college credits and CEUs are those that are related to student
18 learning and educator practice.
19
20 c. See Appendix B for examples of the types of learning projects that could be
21 considered for salary contact hours.
22
23 2. Educators may accrue salary contact hours from their date of hire forward, but are not
24 eligible to change lanes for a period of four years. Once a lane change has been made, a
25 minimum of four years must pass before the next lane change.
26
27 3. The maximum number of salary contact hours granted for any one proposal is 60, except
28 for National Board Teacher Certification (225), PPS and PEA designed and offered
29 courses of study, and college courses.
30
31 4. The following process applies to submission of salary contact hour proposals:
32
33 a. Proposals to earn salary contact hours will be submitted to the Superintendent or
34 designee on the appropriate form.
35
36 b. The Superintendent or designee will refer the proposal to the PLBSS Proposal
37 Review Team. The Team will be composed of 3 educator appointments made by
38 the President of the Association and 2 administrative appointments made by the
39 Superintendent. The PLBSS Proposal Review Team will review proposals for
40 rigor and applicability to student learning and educator practice. PRT decisions
41 require consensus and will be referred to the Superintendent or designee for
42 approval or denial.
43
44 c. If a proposal is denied, the educator may revise the proposal and resubmit as a new
45 proposal or the educator may appeal the denial to the Proposal Appeal Panel. The
46 Panel will be composed of 3 educator appointments by the President of the
47 Association and 3 administrative appointments by the Superintendent, none of
48 whom are members of the PLBSS Proposal Review Team. The Proposal Appeal
49 Panel will review proposals and submit a recommendation for approval or denial to
the Superintendent or designee whose decision will be final and is not subject to
grievance or arbitration.

1 d. Lane changes may be made only on September 1st of each year. In order to change
2 lanes, the educator, in the year prior to the lane change, must submit proposals for
3 any salary contact hours to be used toward the lane change by October 1st and
4 document all hours to be used toward the lane change by January 10th. These
5 deadlines are established to align lane change determination with district budget
6 development.
7

8 5. Agreements between the PPS and the PEA have been and will continue to be made
9 regarding Salary Contact Hour proposals and Lane Changes (maximum number of hours
10 for certain types of proposals, repeat proposals, activities not eligible because they are
11 considered professional responsibility or paid work, etc.).
12

- 13 a. A list of these agreements is attached hereto in Appendix B and is also available in
14 the office of the Chief Academic Officer.
- 15 b. Any changes to these agreements will be made by the Living Contract Committee.
- 16 c. Any professional learning activity for which an educator would like to make a SCH
17 proposal, which activity begins on or before August 31, 2011, must be submitted as
18 a proposal on the PLBSS by September 15, 2011 or it will not be eligible for SCH.
- 19 d. Because of the unique needs of the PPS student population, the district
20 administration has an interest in directing some of the professional learning of
21 educators. Therefore, any educator requesting to make a Lane Change on
22 September 1, 2013 or thereafter must provide documentation of the successful
23 completion of one 3 credit university/college course OR one PPS and PEA course
24 designed by the District Professional Learning Committee (see Article 19) OR
25 other PPS approved trainings in ONE of the following areas of need: English as a
26 Second Language, poverty, adolescent literacy, early childhood education, special
27 education, race/bias/equity, or technology. The course must have been taken
28 within FIVE years of the lane change date. This course will not be eligible for
29 SCH unless it was proposed and submitted to the PLBSS according to the
30 guidelines.
31

32 D. Experience Credit for Teaching

33 Educators entering employment of the Board for the first time and educators returning to the
34 employment of the Board shall receive full experience credit for full-time teaching experiences up to
35 the maximum step of the Experience Based Salary Schedule before being placed on the appropriate
36 salary level on the Professional Learning Based Salary Schedule.
37

38 E. Experience Credit for Outside Teaching Service

- 39 1. An educator with immediately prior teaching experience in the Portland School System, upon
40 her/his immediate return to the system, shall receive one (1) full experience credit up to a
41 maximum of two (2) years for appropriate teaching service, in the Peace Corps, VISTA, or
42 National Educators Training Corps work and also for time spent on a Fulbright Scholarship and
43 two (2) full experience credits up to a maximum of four (4) years for time spent as a result of
44 being drafted under the Selective Service system, call up of reserves, or as a call of
45 enlistment in any of the Armed Services in time of national emergency. Previously
46 accumulated, unused sick leave days will be restored upon return to regular employment with
47 the Board.
48
49

- 1 2. To be eligible for benefits provided under this Section B, educators must indicate in writing to
2 the Superintendent their intention to apply for the Peace Corps, VISTA, National Educators
3 Training Corps, or Fulbright Scholarship no later than November 1, of the school year preceding
4 taking up such service and must make such application no later than February 1 and shall also
5 complete said school year and shall also notify the Office of the Superintendent prior to April 1
6 of the school year whether her/his application has been accepted and whether she/he will leave
7 at the end of the school year.
8
- 9 3. To be eligible for the benefits conferred by this Section B, a draftee or enlistee must give the
10 Office of the Superintendent prompt notice of all changes in her/his draft status and also prompt
11 notice of calls for physical examinations and of the time set for her/his induction and/or notice
12 of her/his intention to enlist as soon as she/he reaches such a decision.
13
- 14 4. The Superintendent may waive any of the aforementioned time limits.
15

16 F. Non-teaching Work Experience
17

- 18 1. The Superintendent may use work experience in conjunction with teaching experience in
19 establishing the appropriate step on the salary scale when such work experience is relevant to
20 the subject being taught and can contribute to career information to students provided said
21 experience is equitably applied.
22

23 G. Newly hired educators
24

- 25 1. The parties agree to maintain an Experienced Based Salary Schedule to be used as the basis for
26 determining entry-level salaries.
27
- 28 2. A two-step process will be used to place educators on the Professional Learning Based Salary
29 Schedule.
 - 30 a. Each educator will first be placed on the Experience Based Salary Schedule for that
31 contract year in accordance with the requirements in Paragraph B above. In order to
32 advance on the experience scale of the salary schedule, an educator must work at least
33 one (1) day more than one half (1/2) of the annual educator work year -- (part-time
34 employees' total work time must be equivalent to one half (1/2) of the full-time
35 educators' work year). All paid time away from the job, e.g. paid sick leave, personal
36 leave, sabbatical leave, funeral leave, shall be counted as workdays. All unpaid time
37 away from the job, e.g. unpaid personal and sick leave days used in excess of those
38 granted by the Collective Bargaining Agreement, shall not be counted as work days.
39 Payments in an unrelated job classification shall not be counted as workdays. For part-
40 time employees, only those days worked within one school year will be counted in the
41 calculation to determine step movement.
42
 - 43 b. Each educator will then be placed on the Professional Learning Salary Schedule on the
44 lane and step with the salary identical/or next highest to the salary he/she would have
45 made on the Experience Based Salary Schedule. If that salary lane would place an
46 educator at step 6 or lower, that is the step and salary. If that placement is above step 6,
47 the educator moves to the step with the next highest salary in the lane immediately to
48 the right.
49