

PORTLAND PUBLIC SCHOOLS
PROFESSIONAL EDUCATOR SALARY SCHEDULE
July 1, 2015 through June 30, 2016

Placement on the professional educator salary schedule is determined by graduate level credits (500 level and above) earned by a professional educator and the applicable professional experience gained.

Educational credit. Education credit is recognized for graduate level coursework successfully completed at an accredited college or university **after** the professional educator has finished his or her student teaching or attainment of an unrestricted teaching license. Degrees or coursework completed before student teaching or full licensure will not be considered towards salary placement. Official transcripts, delivered to Human Resources in a sealed envelope from the colleges or universities where the coursework was completed, are required for the recognition of educational credit. A passing grade must be obtained in order to receive credit for salary consideration (C or above).

Credits earned after student teaching but before degree completion will not be accepted as plus credits. For example, if student teaching is completed and additional credits are earned beyond degree requirements those credits are not counted for salary placement. Only credits earned after degree completion are analyzed for salary placement on the plus columns.

Professional Experience. Teaching experience is recognized for the successful completion of experience gained after a professional educator has finished his or her student teaching work and has obtained an unrestricted teaching license. If a professional educator resided in a state that did not require student teaching, evidence of first full and unrestricted license must be presented to Human Resources. PPS Verification of Experience forms, completed by former employers and returned **directly** to Human resources, are required to recognize prior teaching experience. (The form may be obtained from Human Resources. It is the professional educator's responsibility to send the form(s) to any former applicable employer.

Relevant experience for newly hired temporary or probationary professional educator will be given on the following basis:

- One (1) year of credit for each year of full-time teaching (minimum one hundred thirty-five (135) days within the school year).
- Must be 1.0 FTE and work 135 calendar days in order to count as a full year. If a professional educator worked less than 1.0 FTE the years of experience will be prorated to half-time. For example, one (1) year of credit for each two (2) years of part-time teaching.
- Substitute teaching does not count towards years of experience. A single assignment as a temporary teacher 1.0 FTE and over 135 calendar days in an academic year may count as relevant experience.

Non-Classroom Professional Educators' Professional Experience: Professional experience in certain fields (e.g. Social Worker, Qualified Mental Health Provider, or Speech Language Pathologist) may be counted if work was not performed for a school district. Please seek further information from the Senior Staffing Specialist.

Please note this guide is designed to provide information for potential employees and successful candidates. All information required for salary placement must be verified by the Human Resources department. It is the responsibility of the professional educator to submit the required documentation for salary placement. If you have further questions, please contact Talent Management.

Note: Salary Schedule based on a 192 work year

People Soft Grade			801	802	803	804	805	806	807	808
	LEVEL		BA+0	BA+15	BA+30	BA+45	BA + 60 M + 0	BA + 75 M + 15	BA + 90 M + 30	BA + 105 M + 45
People Soft Steps		Exp (years)								
3	A	0	38,921	40,673	42,503	44,417	46,413	48,503	50,687	52,968
4	B	1	40,244	42,055	43,950	45,926	47,994	50,154	52,407	54,766
5	C	2	41,614	43,486	45,440	47,489	49,625	51,859	54,190	56,630
6	D	3	43,027	44,965	46,986	49,103	51,310	53,622	56,035	58,553
7	E	4	44,490	46,491	48,585	50,773	53,058	55,444	57,939	60,546
8	F	5	46,005	48,072	50,235	52,497	54,859	57,327	59,908	62,605
9	G	6	47,565	49,707	51,944	54,283	56,724	59,276	61,947	64,734
10	H	7	49,184	51,399	53,711	56,129	58,654	61,293	64,053	66,933
11	I	8	50,858	53,147	55,538	58,036	60,648	63,375	66,229	69,209
12	J	9	52,587	54,952	57,424	60,009	62,710	65,532	68,481	71,560
13	K	10	54,373	56,821	59,379	62,048	64,842	67,763	70,810	73,997
14	L	11	56,226	58,748	61,396	64,160	67,053	70,073	73,227	76,534
15	M	12	58,144	60,752	63,490	66,349	69,341	72,463	75,725	79,145

Add \$1,500 for earned Doctorate in field related to assignment

Add \$1500 for National Board Certification