

AGREEMENT

between the

PORTLAND SCHOOL COMMITTEE OF THE

CITY OF PORTLAND

and the

PORTLAND EDUCATION ASSOCIATION

September 1, 2006 to August 31, 2009

ARTICLE 12: SALARIES

PREAMBLE

We believe that the best predictor of student learning is teacher learning. Therefore, the salary schedule is **designed to recognize and promote significant contributions to student learning or teacher practice or the school district community** based upon an equitable standard equally accessible to all members of the unit.

Rather than seeking to create a pay scheme built on measurement of student performance, **this system's goal is to encourage teachers to remain career-long learners, to increase and update their skills, and to be visible models as learners to their students.**

While not making movement on the salary schedule dependent on any measure of student performance, the system encourages teacher salary contract hours proposals that may use measures of student performance for documentation of successful proposals.

Since **attracting and retaining highly skilled teachers is critical to improving student performance**, it is clear that the new salary scheme's success is dependent upon concerted efforts to craft budget approaches that do not have negative impacts on staffing levels, working conditions, or resources for teaching and learning.

- A. The salaries of all persons covered by this Agreement for the 2006-07, 2007-08 and 2008-2009 school years are set forth in Appendix A which is attached hereto and made a part hereof.
- B. For School Year 2006-2007, in order to advance on the experience scale of the salary schedule, a teacher must work at least one (1) day more than one half (1/2) of the annual teacher work year -- (part-time employees' total work time must be equivalent to one half (1/2) of the full-time teachers' 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 workdays. 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.
- C. For school year 2007-2008, a two-step process will be used **to transition teachers to the new Professional Learning Based Salary Schedule.**
 1. Each teacher will **first be placed on the 2007-2008 Experience Based Salary Schedule** in accordance with the requirements in Paragraph B above. In order to advance on the experience scale of the salary schedule, a teacher

must work at least one (1) day more than one half (1/2) of the annual teacher work year -- (part-time employees' total work time must be equivalent to one half (1/2) of the full-time teachers' 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.

2. Each teacher will **then be placed on the Professional Learning Salary Schedule on the lane and step with the salary identical/or higher than the salary he/she would have made on the Experience Based Salary Schedule.** If that salary lane would place a teacher at step 6 or lower, that is the salary. If that placement is above step 6, the teacher moves to the next highest salary in the lane immediately to the right.

For school year 2008-2009, teachers will move up the Professional Learning Based Salary Schedule in accordance with the requirements in Paragraph B above. The Experience Based Salary schedule will be used only for the purpose of placing new hires on the Professional Learning Based Salary Schedule in accordance with Paragraphs C. F,

D. 1. To advance one salary lane on the Professional Learning Based Scale, teachers must accumulate 225 approved salary contact hours defined as follows:

- **One university or college credit hour equals 15 salary contact hours**
 - **One continuing education unit (CEU) equals 10 salary contact hours**
 - **One approved contact hour equals one contact hour.**
2. **Eligible university or college credits and eligible CEU's are those that would meet the approval standards for course reimbursement.**
3. Teachers employed as of September 1, 2006 may use course reimbursement eligible university or college credits earned since September 1, 2001 that have not been used previously to move from one lane to another. Teachers hired after September 1, 2006 may utilize such university or college credits from 5-year period immediately prior to their date of hire.
4. Teachers employed as of September 1, 2006 may accrue non-university related salary contact hours approved September 1, 2006 forward. Teachers hired after September 1, 2006 may accrue non-university related salary contact hours effective from their date of hire. See Appendix B for support in drafting proposals of earning salary contact hours. The following provisions apply to accruing non-university related salary contact hours:
- a. **Proposals to earn salary contact hours will be submitted to the Superintendent or designee on the appropriate form.**
 - b. The Superintendent or designee may approve a proposal or refer it to the Salary Review Panel. The Panel will be comprised of 3 teachers appointed by the President of the Association and 2 Administrators appointed by the Superintendent. The Salary Review Panel will review proposals and refer them to Human Resources for approval OR refer them to Human Resources for non-approval OR refer them back to the applicant with recommendations for revision and resubmission.
 - c. Teachers whose proposals are not approved may **appeal the decision to the Living Contract Committee.** The decision of the Living Contract Committee shall be final and is not subject to Grievance or Arbitration.
 - d. Lane changes may be made two times per year according to the following schedule:
 - Submissions approved and completed by July 1 – lane change September 1
 - Submissions approved and completed by November 1 – lane change Jan. 1

APPENDIX B

While not an exhaustive list, the following demonstrates the type of learning projects that could be considered for teachers to earn contact hours.

- Classroom Action Research
- New Class Curriculum Developed and Implemented
- Middle School House Chair Work
- Parent/Community Involvement Programs
- Community Engagement Events (not part of 3 paid hours)
- PTO Leadership Position
- Conference/Workshop/Course Presenter
- Professional Learning Collaborations (CFG, others)
- On-going Co-Curricular Activities (not stipend)
- Professional Book Groups
- Curriculum Institutes
- Creating and Maintaining website to serve Parents and Students
- Juried Publication
- Academic Judging
- Accreditation Review Work
- Office in State/Regional/National Educational Organization or Content Area Association
- Grant Writing & Receipt
- Foreign Travel
- Committee Work (not otherwise compensated)

APPENDIX A1: PEA EXPERIENCE BASED SALARY SCALE 2006-2007

YEAR	BASE	HOURLY
06-07	31,126	26.17

P.E.A. SALARY SCHEDULE 2006-07 183 DAYS				
STEP	B	M	MI	D
1	32,682	35,795	37,351	38,908
2	34,239	37,351	38,908	40,464
3	35,795	38,908	40,464	42,020
4	37,351	40,464	42,020	43,576
5	38,596	42,020	43,576	45,133
6	39,841	43,265	44,821	46,378
7	41,086	44,510	46,066	47,623
8	42,331	45,755	47,312	48,868
9	43,576	47,000	48,557	50,113
10	44,821	48,245	49,802	51,358
11	46,066	49,490	51,047	52,603
12	47,312	50,735	52,292	53,848
13	48,557	51,980	53,537	55,093
14	49,802	53,225	54,782	56,338
15	50,891	54,315	55,871	57,427
16	51,980	55,404	56,961	58,517
17	53,070	56,494	58,050	59,606
18	53,070	57,583	59,139	60,696
19	53,070	57,583	60,229	61,785
20	53,070	57,583	60,229	61,785
21	54,004	58,517	61,163	62,719
22	54,004	58,517	61,163	62,719
23	54,004	58,517	61,163	62,719
24	54,004	58,517	61,163	62,719
25	54,004	58,517	61,163	62,719
26	54,782	59,295	61,941	63,497
27	54,782	59,295	61,941	63,497
28	54,782	59,295	61,941	63,497
29	54,782	59,295	61,941	63,497
30	54,782	59,295	61,941	63,497
31	55,716	60,229	62,875	64,431

APPENDIX A2: PEA EXPERIENCE BASED SALARY SCALE 2007-2008

YEAR	BASE	HOURLY
07-08	31,749	26.69

P.E.A. 2007-08 EXPERIENCE BASED SALARY SCHEDULE 183 DAYS
(To be used for initial placement on the Professional Learning Based Scale only)

STEP	B	M	MI	D
1	33,336	36,511	38,099	39,686
2	34,924	38,099	39,686	41,274
3	36,511	39,686	41,274	42,861
4	38,099	41,274	42,861	44,449
5	39,369	42,861	44,449	46,036
6	40,639	44,131	45,719	47,306
7	41,909	45,401	46,989	48,576
8	43,179	46,671	48,258	49,846
9	44,449	47,941	49,528	51,116
10	45,719	49,211	50,798	52,386
11	46,989	50,481	52,068	53,656
12	48,258	51,751	53,338	54,926
13	49,528	53,021	54,608	56,196
14	50,798	54,291	55,878	57,466
15	51,910	55,402	56,989	58,577
16	53,021	56,513	58,101	59,688
17	54,132	57,624	59,212	60,799
18	54,132	58,736	60,323	61,911
19	54,132	58,736	61,434	63,022
20	54,132	58,736	61,434	63,022
21	55,085	59,688	62,387	63,974
22	55,085	59,688	62,387	63,974
23	55,085	59,688	62,387	63,974
24	55,085	59,688	62,387	63,974
25	55,085	59,688	62,387	63,974
26	55,878	60,482	63,181	64,768
27	55,878	60,482	63,181	64,768
28	55,878	60,482	63,181	64,768
29	55,878	60,482	63,181	64,768
30	55,878	60,482	63,181	64,768
31	56,831	61,434	64,133	65,720

P.E.A. 2007-08 PROFESSIONAL LEARNING BASED SALARY SCHEDULE 183 DAYS

STEP	I	II	III	IV	V
1	33,336	41,750	50,163	58,577	66,990
2	34,606	43,020	51,433	59,847	68,260
3	35,876	44,290	52,703	61,117	69,530
4	37,146	45,560	53,973	62,387	70,800
5	38,416	46,830	55,243	63,657	72,070
6	39,686	48,100	56,513	64,927	73,340
7	40,956	49,370	57,783	66,197	74,610
8	42,226	50,640	59,053	67,467	75,880
9	43,496	51,910	60,323	68,737	77,150
10	44,766	53,180	61,593	70,007	78,420

APPENDIX A3: P.E.A. PROFESSIONAL LEARNING SALARY SCALE 2008-2009

YEAR	BASE	HOURLY
08-09	32,066	26.96

P.E.A. 2008-09 PROFESSIONAL LEARNING BASED SALARY SCHEDULE 183 DAYS					
STEP	I	II	III	IV	V
1	33,669	42,167	50,664	59,162	67,659
2	34,952	43,449	51,947	60,444	68,942
3	36,235	44,732	53,230	61,727	70,225
4	37,517	46,015	54,512	63,010	71,507
5	38,800	47,297	55,795	64,292	72,790
6	40,083	48,580	57,077	65,575	74,072
7	41,365	49,863	58,360	66,858	75,355
8	42,648	51,145	59,643	68,140	76,638
9	43,930	52,428	60,925	69,423	77,920
10	45,213	53,711	62,208	70,706	79,203

P.E.A. SALARY SCHEDULE 2007-08 183 DAYS					
STEP	I	II	III	IV	V
1	33,336	41,750	50,163	58,577	66,990
2	34,606	43,020	51,433	59,847	68,260
3	35,876	44,290	52,703	61,117	69,530
4	37,146	45,560	53,973	62,387	70,800
5	38,416	46,830	55,243	63,657	72,070
6	39,686	48,100	56,513	64,927	73,340
7	40,956	49,370	57,783	66,197	74,610
8	42,226	50,640	59,053	67,467	75,880
9	43,496	51,910	60,323	68,737	77,150
10	44,766	53,180	61,593	70,007	78,420

P.E.A. SALARY SCHEDULE 2008-09 183 DAYS					
STEP	I	II	III	IV	V
1	33,669	42,167	50,664	59,162	67,659
2	34,952	43,449	51,947	60,444	68,942
3	36,235	44,732	53,230	61,727	70,225
4	37,517	46,015	54,512	63,010	71,507
5	38,800	47,297	55,795	64,292	72,790
6	40,083	48,580	57,077	65,575	74,072
7	41,365	49,863	58,360	66,858	75,355
8	42,648	51,145	59,643	68,140	76,638
9	43,930	52,428	60,925	69,423	77,920
10	45,213	53,711	62,208	70,706	79,203

PEA/PPS New Salary Schedule Format

2007-08 183 Day Contract

2% on Base

I									
Step	Salary								
1	33,336								
2	34,606								
3	35,876								
4	37,146								
5	38,416								
		II							
6	39,686	Step	Salary						
7	40,956	1	41,750						
8	42,226	2	43,020						
9	43,496	3	44,290						
10	44,766	4	45,560						
		5	46,830						
		6	48,100	Step	Salary				
		7	49,370	1	50,163				
		8	50,640	2	51,433				
		9	51,910	3	52,703				
		10	53,180	4	53,973				
				5	55,243				
				6	56,513	Step	Salary		
				7	57,783	1	58,577		
				8	59,053	2	59,847		
				9	60,323	3	61,117		
				10	61,593	4	62,387		
						5	63,657		
						6	64,927	Step	Salary
						7	66,197	1	66,990
						8	67,467	2	68,260
						9	68,737	3	69,530
						10	70,007	4	70,800
								5	72,070
								6	73,340
								7	74,610
								8	75,880
								9	77,150
								10	78,420

PEA/PPS New Salary Schedule Format

2008-09 183 Day Contract

1% on Base

I									
Step	Salary								
1	33,669								
2	34,952								
3	36,235								
4	37,517								
5	38,800								
			II						
6	40,083	Step	Salary						
7	41,365	1	42,167						
8	42,648	2	43,449						
9	43,930	3	44,732						
10	45,213	4	46,015						
		5	47,297						
		6	48,580	Step	Salary				
		7	49,863	1	50,664				
		8	51,145	2	51,947				
		9	52,428	3	53,230				
		10	53,711	4	54,512				
				5	55,795				
				6	57,077	Step	Salary		
				7	58,360	1	59,162		
				8	59,643	2	60,444		
				9	60,925	3	61,727		
				10	62,208	4	63,010		
						5	64,292		
						6	65,575	Step	Salary
						7	66,858	1	67,659
						8	68,140	2	68,942
						9	69,423	3	70,225
						10	70,706	4	71,507
								5	72,790
								6	74,072
								7	75,355
								8	76,638
								9	77,920
								10	79,203

THREE YEAR CONTRACT EARNINGS BY VARYING SCENARIO

BA 5th Step Start

Traditional Contract at Increases on the Base of 3% 1st year, 2% 2nd year, 2% 3rd year

$$\$38,596 + \$40,639 + \$43,165 = \$122,400$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with no lane change during contract)

$$\$38,596 + \$41,750 + \$43,449 = \$123,795$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 3rd year of contract)

$$\$38,596 + \$41,750 + \$50,664 = \$131,010$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 2nd year of contract)

$$\$38,596 + \$50,136 + \$51,947 = \$140,679$$

THREE YEAR CONTRACT EARNINGS BY VARYING SCENARIO

BA Top of Scale Start

Traditional Contract at Increases on the Base of 3% 1st year, 2% 2nd year, 2% 3rd year\$

$$\$55,716 + \$56,831 + \$57,967 = \$170,514$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with no lane change during contract)

$$\$55,716 + \$58,577 + \$60,444 = \$174,737$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 3rd year of contract)

$$\$55,716 + \$58,577 + \$67,659 = \$181,952$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 2nd year of contract)

$$\$55,716 + \$66,990 + \$68,942 = \$191,648$$

THREE YEAR CONTRACT EARNINGS BY VARYING SCENARIO
MA 20th Step Start

Traditional Contract at Increases on the Base of 3% 1st year, 2% 2nd year, 2% 3rd year\$

$$\$57,583 + \$59,688 + \$60,882 = \$178,153$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with no lane change during contract)

$$\$57,583 + \$59,847 + \$61,727 = \$179,153$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 3rd year of contract)

$$\$57,583 + \$59,847 + \$67,659 = \$185,089$$

New Salary Scheme at Increases on the Base of 3% 1st year, 2% 2nd year, 1% 3rd year
(with lane change for 2nd year of contract)

$$\$57,583 + \$66,990 + \$68,942 = \$193,515$$