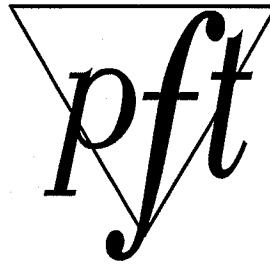


PITTSBURGH FEDERATION OF TEACHERS



Teachers/Professionals Collective Bargaining Agreement
between the
Pittsburgh Federation of Teachers
and the
Pittsburgh Board of Public Education
July 1, 2003, through June 30, 2005



CONTRACT RATIFICATION MEETING
Tuesday, October 28, 2003



- A. SALARIES AND ECONOMIC ITEMS
- B. HEALTH CARE COVERAGE AND PAYMENT PROVISIONS
- C. PROFESSIONAL, EDUCATIONAL, AND PERSONNEL MATTERS
- D. TERM OF AGREEMENT



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**Teachers/Professionals Two-Year Agreement
July 1, 2003, through June 30, 2005**

- **Settlement on Salaries and Economic Items**
- **Health Care Coverage and Payment Provisions**
- **Professional, Educational, and Personnel Matters**



TEACHERS/PROFESSIONALS SALARY SCHEDULES

Bachelor's Degree

Existing Scale Continuing through December 2003		January 2004	June 2004	
1 - \$ 35,100	400	1 - \$ 35,500	1 - \$ 35,500	[2400]
2 - 37,250	650	2 - 37,900	2 - 37,900	[1500]
3 - 38,700	700	3 - 39,400	3 - 39,400	[1100]
4 - 39,800	700	4 - 40,500	4 - 40,500	[1200]
5 - 40,950	750	5 - 41,700	5 - 41,700	[1700]
6 - 42,650	750	6 - 43,400	6 - 43,400	[1500]
7 - 44,100	800	7 - 44,900	7 - 44,900	[1200]
8 - 45,200	900	8 - 46,100	8 - 46,100	[1100]
9 - 46,300	900	9 - 47,200	9 - 47,200	[19,300]
10 - 64,300	1100	10 - 65,400	10 - 66,500	

Three Important Notes:

1. TPI increases by **\$30/month**, i.e., by **\$300/year**, effective November 1, 2003. [TPI will now be **\$200/month**, i.e., **\$2000/year**, effective November 1, 2003.]
2. Longevity Increment continues to be \$200/month, i.e., \$2000/10 months. [\$2200/11months; \$2400/12 months]
3. Numbers in brackets [] beside the June 2004 salary schedules are the increments between salary schedule steps that will be in effect beginning June 2004.

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

Existing Scale Continuing through December 2003		January 2004	June 2004	
1 - \$ 36,800	700	1 - \$ 37,500	1 - \$ 37,500	[2500]
2 - 39,250	750	2 - 40,000	2 - 40,000	[1900]
3 - 41,100	800	3 - 41,900	3 - 41,900	[1200]
4 - 42,300	800	4 - 43,100	4 - 43,100	[1500]
5 - 43,750	850	5 - 44,600	5 - 44,600	[1400]
6 - 45,150	850	6 - 46,000	6 - 46,000	[1100]
7 - 46,200	900	7 - 47,100	7 - 47,100	[1100]
8 - 47,200	1000	8 - 48,200	8 - 48,200	[1100]
9 - 48,300	1000	9 - 49,300	9 - 49,300	[21,200]
10 - 67,900	1300	10 - 69,200	10 - 70,500	

Payment of Increments and Movement to TPI for 2003-04 School Year

1. All increments, TPI salary implementations, and other movement from one salary schedule or salary level to a different salary schedule or salary level, held up during the "status quo" period, shall be restored to all affected teachers and other professionals, **retroactive to the start of the 2003-04 school year**. Any other salary advancements applying under the 2001-2003 Teachers/Professionals Collective Bargaining Agreement that may have been held up during the "status quo" period shall also be restored in full, **retroactive to the start of the 2003-04 school year**.
2. **Retroactive payment to affected teachers/professionals** shall be paid no later than the first paydate in December 2003 (December 15). Such payment, in virtually all cases, would be for two-and-one-half (2 1/2) work months.
3. Pay rates and increments shall be adjusted for teachers affected by the "status quo" period to reflect their correct salaries, beginning with the second paycheck in November 2003 (November 26).

Education and Personnel Issues Raised by School District[Ⓣ]

Three (3) Committees Proposed by School District and Agreed To by PFT:

1. Special Education --- update/rewrite Article 12 --- completed on October 24, 2003
2. No Child Left Behind (NCLB) --- align contract with NCLB where that may be necessary
3. Athletics --- address accountability of coaches and faculty managers to strengthen overall athletics program for student athletes

The list of Committee members and chairs appointed by the PFT is complete. All three (3) Committees are already meeting and progressing. [The Special Education Committee, as noted above, has completed its work.]

[Ⓣ] See pages 37 through 42.

ADVANCED STUDY SALARY CREDIT --- Article 112

Bachelor's Degree

Bachelor's + 10 Credits --- \$ 200
Bachelor's + 20 Credits --- \$ 400

Master's Degree

Master's/M Equivalent + 10 Credits ----	\$ 200	
Master's/M Equivalent + 20 Credits ----	\$ 400	
Master's + 30 Credits -----	\$ 600	
Master's + 40 Credits -----	\$ 800	
Master's + 50 Credits -----	\$ 1000	
Master's + 60 Credits -----	\$ 1200	
Doctorate -----	\$ 1600 ^①	
NBPTS Certification -----	\$ 3600^②	} Effective November 2003 [Differential for NBPTS Certification --- Currently \$2600/Year.]

① Increase Certain Earned Doctorates to **\$2000/Year**, Effective September 2004. [See page 4.]

② Change Differential for NBPTS Certification to **\$4600/Year**, Effective September 2004. [See page 4.]

LONGEVITY INCREMENT [applies after 22 years] --- **Article 110**

- Same, i.e., remains at \$2000 (10 mos.); \$2200 (11 mos.); \$2400 (12 mos.)

TEACHERS/PROFESSIONALS INCREMENT (TPI) [applies after 5 years at step 10 (or its equivalent) or after 14 years of teaching, whichever first occurs] --- **Article 111**

- Continue at \$170/month (\$1700/year, payable over 10 months) through October 2003
- Increase to **\$200/month (\$2000/year**, payable over 10 months), effective November 2003

Article 112 – Advanced Study Salary Credit

Earned Doctorate Differential Change Applying Only to Earned Doctorates in Teaching/Professional Certifications, Effective September 2004:

1. Earned Doctorates in Elementary Teaching Certifications
2. Earned Doctorates in Secondary Teaching Certifications
3. Earned Doctorates in Subject Area(s) in Which Teacher Is Teaching or Certified
4. Earned Doctorates in Professional Areas, i.e., Counseling, Social Work, Nursing, and Other Professional Areas of Employment in Pittsburgh Public Schools
5. Earned Doctorates in Administration Areas of Employment in Pittsburgh Public Schools
6. Earned Doctorates in Education

Commencing with the 2004-05 School Year, the Above Earned Doctorates Shall Receive a Differential of **\$2000**/Year. Other Doctorates Shall Continue at \$1600/Year.

New Article

National Board for Professional Teaching Standards (NBPTS) Certification

1. NBPTS Certification differential:
 - a. Increase from current \$2600/year to **\$3600**/year, effective November 2003
 - b. Increase to **\$4600**/year, effective September 2004
2. NBPTS-certified teachers will automatically be members of the Instructional Cabinet at their assigned school.
3. NBPTS-certified teachers will serve as mentor teachers and demonstration teachers in addition to their regular teaching functions.

Extended Teaching Day Salary Differential --- Article 114

- Increase extended teaching day differential to **\$2100/year**, commencing February 1, 2004 (currently \$2000).
- Increase extended teaching day differential to **\$2200/year**, commencing February 1, 2005.

Supplemental Pay Rates and Related Items --- Various Articles [See also page 6.]

- Designate evening school pay rate as "after-school/evening teaching and workshops" pay rate.
- Increase all supplemental pay rates by **3%**, commencing January 1, 2004, and by **3%**, commencing September 1, 2004---i.e., after-school/evening teaching and workshops hourly rate (formerly evening school and workshops hourly rate), faculty managers, intramurals, extracurricular activities, etc.
- After-school/evening teaching and workshops hourly rate (currently \$21.41/hour):
 - **\$22.05/hour**, effective 1/1/04
 - **\$22.71/hour**, effective 9/1/04
- Orientation day(s) stipend for new teachers --- increase to **\$50/day** (currently \$35), effective for start of 2004-05 school year.

Coaching Salaries --- Article 116

- Increase coaching salaries by **3%** for entire 2003-04 school year --- **requires retroactive payment to start of 2003-04 school year** --- and by **3%** for entire 2004-05 school year. [See pages 26 and 27.]

Compensation for Lack and Loss of Preparation Periods --- Articles 128 and 129

1. Through 2003-04 school year:
Continue at \$13.00 per compensable period
2. Effective start of 2004-05 school year:
Increase to **\$13.25** per compensable period

ITL Differential --- Article 113

- No change in differential:
1 - \$ 500 2 - \$1000 3 - \$1500 4 - \$2000

Career Teacher Special Leaves --- Existing Memorandum of Understanding

- Retain current limit on number of teachers annually who may qualify for and take "Career Teacher Special Leaves."

Supplemental Pay Rates and Compensation

Activities Tied to "After-School/Evening Teaching and Workshops" Hourly Rate

[After-School/Evening Teaching and Workshops Hourly Rate [formerly evening school and workshops hourly rate]: Workshops; Music Activities' 100 Hours (Choir Directors, Band and Orchestra Directors); Summer Band Camp; After School and Evening School; and Other Activities]

- \$21.41/hour, through December 31, 2003
- **\$22.05**/hour, commencing January 1, 2004
- **\$22.71**/hour, commencing September 1, 2004

Extracurricular Activities Hourly Rate

- \$15.51/hour, through December 31, 2003
- **\$15.98**/hour, commencing January 1, 2004
- **\$16.46**/hour, commencing September 1, 2004

Intramurals and Faculty Managers Hourly Rate

- \$22.55/hour, through December 31, 2003
- **\$23.23**/hour, commencing January 1, 2004
- **\$23.93**/hour, commencing September 1, 2004

Severance Pay Plan

Continues unchanged, except for automatic adjustments in "applicable rate per credited accumulated sick leave/personal leave day":

- \$99.02 per accumulated sick leave/personal leave day, through 12/31/03
- **\$100.92** per accumulated sick leave/personal leave day, effective 1/1/04
- **\$102.81** per accumulated sick leave/personal leave day, effective 6/1/04

Elementary Schools Summer School Programs ①

1. The pro-rata pay provisions for elementary schools summer school teaching, as provided in Article 124, Compensation for Summer School Teaching, Curriculum Work, and Workshops, Section 1.a., shall be applicable where the elementary summer program(s) for students are conducted under a centralized curriculum and design.
2. For any such centrally coordinated elementary summer program(s), however, the preference point provisions of Article 21, Summer School Employment Criteria, shall not be utilized.
 - a) Hiring preference shall be given to those teachers, by grade level, who are assigned to the school(s) with students attending the regional site. Teachers who teach satisfactorily at a regional site in one summer shall have preference for hiring in a subsequent summer(s) at that regional site, provided that they continue to teach during the regular school year at a school in that regional site.
 - b) Secondary hiring preference would go to teachers, by grade level, who are assigned to schools whose students are not attending the program at the regional site.

① Apply this addition to Article 124 effective with the summer of 2004 and thereafter.

Elementary Schools Extended School Year Offerings

The following provisions continue to apply only to tutorial and remedial extended school year offerings in elementary schools when offered by an individual school:

1. Continue to pay teachers prevailing after-school/evening teaching and workshops hourly rate.
2. Coordinators, if any, paid at same hourly rate as teachers.

COUNSELORS SALARY SCHEDULE

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

Existing Scale Continuing through December 2003		January 2004	June 2004
1 - \$ 37,100	700	1 - \$ 37,800	1 - \$ 37,800
2 - 39,550	750	2 - 40,300	2 - 40,300
3 - 41,400	800	3 - 42,200	3 - 42,200
4 - 42,600	800	4 - 43,400	4 - 43,400
5 - 44,050	850	5 - 44,900	5 - 44,900
6 - 45,450	850	6 - 46,300	6 - 46,300
7 - 46,500	900	7 - 47,400	7 - 47,400
8 - 47,500	1000	8 - 48,500	8 - 48,500
9 - 48,600	1000	9 - 49,600	9 - 49,600
10 - 68,200	1300	10 - 69,500	1300 10 - 70,800
11 - 68,500	1300	11 - 69,800	1300 11 - 71,100
12 - 68,800	1300	12 - 70,100	1300 12 - 71,400
13 - 69,100	1300	13 - 70,400	1300 13 - 71,700
14 - 69,400	1600	14 - 71,000	1300 14 - 72,300

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

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

PSYCHOLOGISTS SALARY SCHEDULE

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

Existing Scale				
Continuing through				
<u>December 2003</u>			<u>January 2004</u>	<u>June 2004</u>
1 -	\$ 44,050	850	1 - \$ 44,900	1 - \$ 44,900
2 -	45,450	850	2 - 46,300	2 - 46,300
3 -	46,500	900	3 - 47,400	3 - 47,400
4 -	47,500	1000	4 - 48,500	4 - 48,500
5 -	48,600	1000	5 - 49,600	5 - 49,600
6 -	68,200	1300	6 - 69,500	6 - 70,800
7 -	68,500	1300	7 - 69,800	7 - 71,100
8 -	68,800	1300	8 - 70,100	8 - 71,400
9 -	69,100	1300	9 - 70,400	9 - 71,700
10 -	69,400	1600	10 - 71,000	10 - 72,300

*Psychologists extra workdays/workweeks during the summer continue to be paid pro rata at the annual salary rate in effect for whatever is the just-completed school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

SOCIAL WORKERS SALARY SCHEDULE

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

Existing Scale					
Continuing through		January 2004		June 2004	
<u>December 2003</u>					
1 -	\$ 37,100 700	1 -	\$ 37,800	1 -	\$ 37,800
2 -	39,550 750	2 -	40,300	2 -	40,300
3 -	41,400 800	3 -	42,200	3 -	42,200
4 -	42,600 800	4 -	43,400	4 -	43,400
5 -	44,050 850	5 -	44,900	5 -	44,900
6 -	45,450 850	6 -	46,300	6 -	46,300
7 -	46,500 900	7 -	47,400	7 -	47,400
8 -	47,500 1000	8 -	48,500	8 -	48,500
9 -	48,600 1000	9 -	49,600	9 -	49,600
10 -	68,200 1300	10 -	69,500 1300	10 -	70,800
11 -	68,500 1300	11 -	69,800 1300	11 -	71,100
12 -	68,800 1300	12 -	70,100 1300	12 -	71,400
13 -	69,100 1300	13 -	70,400 1300	13 -	71,700
14 -	69,400 1600	14 -	71,000 1300	14 -	72,300

*Social Workers work year is 195 days. The three (3) 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 rate in effect for the new school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

Social Workers on Bachelor's Degree Salary Schedule [all are at top step]

Existing Scale	January 2004	June 2004
<u>through December 2003</u>		
\$ 65,200	\$ 66,300	\$ 67,400

B + 10 Credits --- add \$200
B + 20 Credits --- add \$400

SCHOOL NURSES[Ⓢ] AND DENTAL HYGIENISTS SALARY SCHEDULES

Bachelor's Degree Salary Schedule --- Regular 192-Day School Year[Ⓢ]

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>	<u>June 2004</u>
1 - \$ 35,400 400	1 - \$ 35,800	1 - \$ 35,800
2 - 37,550 650	2 - 38,200	2 - 38,200
3 - 39,000 700	3 - 39,700	3 - 39,700
4 - 40,100 700	4 - 40,800	4 - 40,800
5 - 41,250 750	5 - 42,000	5 - 42,000
6 - 42,950 750	6 - 43,700	6 - 43,700
7 - 44,400 800	7 - 45,200	7 - 45,200
8 - 45,500 900	8 - 46,400	8 - 46,400
9 - 46,600 900	9 - 47,500	9 - 47,500
10 - 64,600 1100	10 - 65,700 1100	10 - 66,800
11 - 64,900 1100	11 - 66,000 1100	11 - 67,100
12 - 65,200 1100	12 - 66,300 1100	12 - 67,400

[Ⓢ]School Nurses shall now be called School Nurse Practitioners.

[Ⓢ]School nurses and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) 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 rate in effect for the new school year.

Advanced Study Salary Credit for Bachelor's Degree

Bachelor's + 10 Credits --- \$ 200
Bachelor's + 20 Credits --- \$ 400

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

SCHOOL NURSES[Ⓢ] AND DENTAL HYGIENISTS SALARY SCHEDULES

**Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule
Regular 192-Day School Year[Ⓢ]**

Existing Scale Continuing through December 2003			January 2004		June 2004	
1 -	\$ 37,100	700	1 -	\$ 37,800	1 -	\$ 37,800
2 -	39,550	750	2 -	40,300	2 -	40,300
3 -	41,400	800	3 -	42,200	3 -	42,200
4 -	42,600	800	4 -	43,400	4 -	43,400
5 -	44,050	850	5 -	44,900	5 -	44,900
6 -	45,450	850	6 -	46,300	6 -	46,300
7 -	46,500	900	7 -	47,400	7 -	47,400
8 -	47,500	1000	8 -	48,500	8 -	48,500
9 -	48,600	1000	9 -	49,600	9 -	49,600
10 -	68,200	1300	10 -	69,500	1300	10 - 70,800
11 -	68,500	1300	11 -	69,800	1300	11 - 71,100
12 -	68,800	1300	12 -	70,100	1300	12 - 71,400
13 -	69,100	1300	13 -	70,400	1300	13 - 71,700
14 -	69,400	1600	14 -	71,000	1300	14 - 72,300

[Ⓢ]School Nurses shall now be called School Nurse Practitioners.

[Ⓢ]School nurses and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) 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 rate in effect for the new school year.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

SCHOOL TO WORK TRANSITION TEACHERS SALARY SCHEDULE

**Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule
Basic Salary Schedules applying to Regular 192-Day School Year***

Existing Scale						
Continuing through						
<u>December 2003</u>			<u>January 2004</u>		<u>June 2004</u>	
1 -	\$ 39,550	750	1 -	\$ 40,300	1 -	\$ 40,300
2 -	41,400	800	2 -	42,200	2 -	42,200
3 -	42,600	800	3 -	43,400	3 -	43,400
4 -	44,050	850	4 -	44,900	4 -	44,900
5 -	45,450	850	5 -	46,300	5 -	46,300
6 -	46,500	900	6 -	47,400	6 -	47,400
7 -	47,500	1000	7 -	48,500	7 -	48,500
8 -	48,600	1000	8 -	49,600	8 -	49,600
9 -	68,200	1600	9 -	69,800	1300	71,100

*Extra workday(s)/workweek(s), if any, for school to work transition teachers continue to be paid pro rata, at the annual salary rate in effect for whatever is the just-completed school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

**ARTICLE 102
STAFF DEVELOPMENT AND TECHNOLOGY SUPPORT SPECIALIST
INSTRUCTIONAL AND PROGRAM ADVISOR FOR EARLY INTERVENTION
OTHER 12-MONTH/CALENDAR-YEAR PROFESSIONALS**

Qualifications and Workday/Workyear for Teacher/Technology Professionals

1. Job title: Staff Development and Technology Support Specialist
2. Qualifications: Technology expertise required; teaching certificate required; teaching experience in PPS preferred
3. Time requirements for position: 12-month professional position in PFT's teachers/professionals representation unit; calendar-year/calendar-month work schedule; 8-hour workday

Calendar-Year/12-Month Salary Schedule

[For monthly salary amount, divide annual salary figures below by 12.]

Bachelor's Degree

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>	<u>June 2004</u>
1 - \$ 44,150 800	1 - \$ 44,950	1 - \$ 44,950
2 - 45,600 800	2 - 46,400	2 - 46,400
3 - 46,700 900	3 - 47,600	3 - 47,600
4 - 47,800 900	4 - 48,700	4 - 48,700
5 - 65,800 1100	5 - 66,900 1100	5 - 68,000

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

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>	<u>June 2004</u>
1 - \$ 46,650 900	1 - \$ 47,550	1 - \$ 47,550
2 - 47,600 900	2 - 48,500	2 - 48,500
3 - 48,700 1000	3 - 49,700	3 - 49,700
4 - 49,800 1000	4 - 50,800	4 - 50,800
5 - 70,500 1300	5 - 71,800 1300	5 - 73,100

ARTICLE 102 (continued)
**STAFF DEVELOPMENT AND TECHNOLOGY SUPPORT SPECIALIST
INSTRUCTIONAL AND PROGRAM ADVISOR FOR EARLY INTERVENTION
OTHER 12-MONTH/CALENDAR-YEAR PROFESSIONALS**

Advanced Study Salary Credit

- See **Article 112, Advanced Study Salary Credit**

Applicable ten-month advanced study salary credit amount will be added to the preceding twelve-month annual salary figures. [As per **Article 112, Section 1.**]

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

Other Salary and Benefit Provisions

1. Vacations and holidays --- as per **Article 148** in Agreement
2. Sick leave --- 12-month sick leave allotment (15 days per year)
3. Personal leave --- 12-month personal leave allotment (2 days per year)

Additional Article 102 Note

The preceding Salary Schedules and other provisions of this Article continue to apply to the "Special Education/Early Intervention and Program Advisor" and to certain other 12-month/calendar-year professionals.

ARTICLE 103

ADJUNCT TEACHERS SALARY SCHEDULES AND HOURLY RATES

189-Day School Year

Existing Scale through December 2003			January 2004		
1 - \$ 35,100/\$	29.71	400/ \$.34	1 - \$ 35,500/\$	30.05	
2 - 37,250/	31.53	650/ .55	2 - 37,900/	32.08	
3 - 38,700/	32.76	700/ .59	3 - 39,400/	33.35	
4 - 39,800/	33.69	700/ .59	4 - 40,500/	34.29	
5 - 40,950/	34.67	750/ .63	5 - 41,700/	35.30	
6 - 42,650/	36.11	750/ .63	6 - 43,400/	36.74	
7 - 44,100/	37.33	800/ .68	7 - 44,900/	38.01	
8 - 45,200/	38.26	900/ .76	8 - 46,100/	39.03	
9 - 49,650/	42.03	900/ .76	9 - 50,550/	42.79	
10 - 54,000/	45.71	1100/ .93	10 - 55,100/	46.65	1100/ .93

June 2004

1 - \$ 35,500/\$	30.05
2 - 37,900/	32.08
3 - 39,400/	33.35
4 - 40,500/	34.29
5 - 41,700/	35.30
6 - 43,400/	36.74
7 - 44,900/	38.01
8 - 46,100/	39.03
9 - 50,550/	42.79
10 - 56,200/	47.58

Advanced Study Salary Credit

B + 10 Credits --- add \$ 200
B + 20 Credits --- add \$ 400

Longevity Increment

Same as in 2001-2003 Agreement.

1. 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).
2. Half-time adjunct teachers shall continue to receive one-half (1/2) of the full advanced study salary credit listed above and one-half (1/2) of the longevity increment.
3. The TPI shall continue not to apply to adjunct teachers.
4. Full-time substitutes assigned to adjunct teacher positions shall be paid the step 1 hourly rate for adjunct teachers.
5. All other Sections and provisions of Article 103 also continue in effect.

Article 92 – Adjunct Teachers

1. Sections 1., 2., 3., 4. (second and third sentences), 5., 6., 7., and 8. --- All remain the same.
2. Section 4., first sentence --- remove reference to life insurance. Rest of first sentence remains same.
3. **Group accidental death and dismemberment insurance premiums under Article 131 shall be paid in full by the School District for adjunct teachers, effective January 1, 2004. All half-time or more adjunct teachers shall be automatically covered by this insurance.**

Article 131 – Group Accidental Death and Dismemberment Insurance

1. Change title of Article 131 to "Group Accidental Death and Dismemberment Insurance."
2. Remove reference to "life insurance" in previous title of Article 131 and in Section 1.
3. Remainder of Section 1 and Sections 2 and 3 remain the same.

Differential for Emotional Support Special Education Teachers

The following Special Education salary differential revisions would amend Article 115, Salary Differentials for Special Education Teachers, Sections 1.a. through 1.d.:

1. Full-time emotional support teachers in elementary schools --- set differential at **\$1000/year**, effective January 1, 2004 (currently \$300/year differential)
2. Full-time emotional support classes in middle schools and secondary schools --- set differential for emotional support teachers in these classes at **\$1000/year**, effective January 1, 2004 (some currently \$300/year differential and some currently \$600/year differential)
3. Full-time emotional support teachers at McNaugher Education Center --- set differential at **\$1000/year**, effective January 1, 2004 (majority of these teachers currently \$600/year differential)

PRESCHOOL SALARY SCHEDULES

**Sign Language Interpreter, Certified Occupational Therapy Assistant (COTA),
Physical Therapy Assistant
(192-day school year)**

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 25,000 400	1 - \$ 25,400	1 - \$ 25,400
2 - 26,500 650	2 - 27,150	2 - 27,150
3 - 28,000 700	3 - 28,700	3 - 28,700
4 - 31,000 700	4 - 31,700	4 - 31,700
	5 - 32,900	5 - 32,900
	6 - 34,600	6 - 34,600

1. Preschool teachers on the above salary schedules who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005.
2. Increment/anniversary dates for other preschool teachers on the above salary schedules shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
3. Full-time substitutes assigned to fill preschool teacher positions shall be paid from the first three (3) steps of the above schedule.

PRESCHOOL SALARY SCHEDULES (continued)

**Family Advocate, Nutrition Advocate,
Disabilities/Mental Health Assistant,
Social Services Assistant,
Parent Involvement Assistant,
Health/Nutrition Assistant,
Professional Development Assistant (includes former Head Start Partner Teachers),
Parent Services Assistant
(192-day school year)**

1. The first three (3) steps of these Salary Schedules continue to be the same as the first three (3) steps of the Bachelor's Degree Salary Schedule for Teachers.

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 35,100 400	1 - \$ 35,500	1 - \$ 35,500
2 - 37,250 650	2 - 37,900	2 - 37,900
3 - 38,700 700	3 - 39,400	3 - 39,400
4 - 41,550 700	4 - 42,250	4 - 42,250
	5 - 43,450	5 - 43,450
	6 - 46,000	6 - 46,000

2. Differentials for B.A.+10 credits and B.A.+20 credits continue to apply.
3. Preschool personnel on the above salary schedules who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such personnel shall move to step 6, effective January 2005.
4. Increment/anniversary dates for other preschool personnel on the above salary schedules shall continue to occur on the same anniversary date as each person previously held. Such personnel shall all move to the new salary schedule in January 2004.
5. Holders of the above positions shall continue to work an additional month beyond the regular 10-month work year. This additional work month shall be paid on a pro-rata basis.

PRESCHOOL LEVEL II TEACHERS (HEAD START TEACHERS)

New Salary Schedules Effective January 1, 2004

**Bachelor's Degree
Salary Schedule**

January 2004

1 -	\$ 31,000
2 -	34,000
3 -	37,000
4 -	40,000
5 -	41,200
6 -	42,400
7 -	43,700
8 -	45,100
9 -	46,500
10 -	48,000

**Master's Degree/B. + 30 Credits
Salary Schedule**

January 2004

1 -	\$ 32,700
2 -	35,700
3 -	38,700
4 -	42,800
5 -	44,100
6 -	45,400
7 -	46,800
8 -	48,200
9 -	49,600
10 -	51,100

1. Preschool Level II Teachers (Head Start Teachers) holding Bachelor's Degrees will go on the new Preschool Level II Teachers Bachelor's Degree Salary Schedule, effective January 1, 2004.
2. Preschool Level II Teachers (Head Start Teachers) holding Master's Degrees or Bachelor's Degrees plus 30 Credits will go on the new Preschool Level II Teachers Master's Degree/Bachelor's + 30 Credits Salary Schedule, effective January 1, 2004.
3. Preschool Level II Teachers who have been at step 4 (of their former Salary Schedule) for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005. These teachers shall now all have January as their month for salary step movement.
4. Increment/anniversary dates for other Preschool Level II Teachers shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
5. Preschool Level II Teachers shall receive the extended-teaching-day differential should the eight (8) hour day become federally mandated for Head Start.
6. Full-time substitutes assigned to fill Preschool Level II Teacher positions shall be paid from the first three (3) steps of whichever salary schedule (B.A. or M.A./B.A.+30 Credits) applies to a particular full-time substitute teacher.

PRESCHOOL EARLY INTERVENTION SPECIAL EDUCATION TEACHERS

1. Effective January 2004, Preschool Early Intervention Special Education Teachers shall be placed on the following salary schedule:

Bachelor's Degree Salary Schedule

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>
1 - \$ 30,500	1 - \$ 32,000
2 - 33,500	2 - 35,000
3 - 36,500	3 - 38,000
4 - 39,800	4 - 41,000
	5 - 42,200
	6 - 43,400
	7 - 44,700
	8 - 46,100
	9 - 47,500
	10 - 49,000

Master's Degree/Bachelor's + 30 Credits Salary Schedule

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>
1 - \$ 32,200	1 - \$ 33,700
2 - 35,200	2 - 36,700
3 - 38,200	3 - 39,700
4 - 42,300	4 - 43,800
	5 - 45,100
	6 - 46,400
	7 - 47,800
	8 - 49,200
	9 - 50,600
	10 - 52,100

2. Preschool Early Intervention Special Education Teachers shall continue to be eligible to receive advanced study salary credit, as set forth in Article 112.

PRESCHOOL EARLY INTERVENTION SPECIAL EDUCATION TEACHERS (continued)

3. The extended teaching day differential will continue to apply, as set forth in Article 114, to Preschool Early Intervention Special Education Teachers, if required to work an eight (8) hour day.
4. Preschool Early Intervention Special Education Teachers who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005. These teachers shall now all have January as their month for salary step movement.
5. Increment/anniversary dates for other Preschool Early Intervention Special Education Teachers shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
6. Those Preschool Early Intervention Special Education Teachers who are on the regular teachers salary schedules continue on said salary schedules and shall receive the same raises as all regular teachers.
7. Full-time substitutes assigned to fill Preschool Early Intervention Special Education Teacher positions shall be paid on the first three (3) steps of whichever salary schedule (B.A. or M.A./B.A.+30 Credits) applies to a particular full-time substitute teacher.

CONNELLEY TEACHERS SALARY SCHEDULES

1. Teachers employed at Connelley during the 1991-92 school year and prior to that time continue to be on the regular salary schedules for teachers/professionals.
2. Teachers at Connelley covered by Article 79, Connelley Technical Institute and Adult Education Center, Section 12., Subsections a, b, and c (those hired for start of the 1992-93 school year and thereafter in the ABE, Adult Literacy, GED, ESL, LPN, and Surgical Technician Programs), continue to be on the regular teachers, ten-step Bachelor's Degree salary schedule.
3. Teachers at Connelley covered by Article 79, Connelley Technical Institute and Adult Education Center, Section 12., Subsections d, e, f, and g (those hired for start of the 1992-93 school year and thereafter in the Nursing Assistant, Dental Technician, Clerical, and Vocational-Technical Programs) shall be on the following salary schedule:

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 35,100 400	1 - \$ 35,500	1 - \$ 35,500
2 - 37,250 650	2 - 37,900	2 - 37,900
3 - 38,700 700	3 - 39,400	3 - 39,400
4 - 39,800 700	4 - 40,500	4 - 40,500
5 - 40,950 750	5 - 41,700	5 - 41,700
6 - 42,650 750	6 - 43,400	6 - 43,400
7 - 44,100 800	7 - 44,900	7 - 44,900
8 - 45,200 900	8 - 46,100	8 - 46,100
9 - 46,300 900	9 - 47,200	9 - 47,200
10 - 48,000 1100	10 - 49,100 1100	10 - 50,200

FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULES

1. Step 1 of the 3-step full-time substitute teachers salary schedule continues to be \$700 less than step 1 of the Bachelor's Degree salary schedule for regular teachers.
2. Steps 2 and 3 of the 3-step full-time substitute teachers salary schedule continue to correspond to steps 1 and 2 of the Bachelor's Degree salary schedule for regular teachers.

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>	<u>June 2004</u>
1 - \$ 34,400 400	1 - \$ 34,800	1 - \$ 34,800
2 - 35,100 400	2 - 35,500	2 - 35,500
3 - 37,250 650	3 - 37,900	3 - 37,900

Article 77 – Administrative Practitioners

Section 5.

5. An administrative practitioner shall receive an annual stipend, in addition to his/her ongoing regular professional salary, for serving in the position:

Existing Stipend Continuing through <u>December 2003</u>	<u>January 2004</u>	<u>June 2004</u>
\$3,750 3%	\$3,863 3%	\$3,979

Article 108 – Day-To-Day Substitute Teachers Daily Pay Rates

1. Daily rates for certified day-to-day substitute teachers who work an unrestricted number of days:

a. **Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$90.00	\$95.00	\$100.00

- b. Daily rates for day-to-day substitute teachers who have worked at least forty (40) days during each of the preceding two (2) consecutive semesters:

**Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$117.00	\$124.00	\$131.00

2. Daily rates for certified day-to-day substitute School Nurses and certified day-to-day substitute Licensed Practical Nurse instructors:

**Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$123.50	\$130.50	\$137.50

3. Daily rates for noncertified day-to-day substitute school nurses and noncertified day-to-day substitute Licensed Practical Nurse instructors:

**Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$105.50	\$112.50	\$119.50

SALARY SCHEDULES FOR COACHING

The salary schedules for coaching at the senior high school level and at the middle school level, for coaches of boys' sports and for coaches of girls' sports, shall be as follows:

Note: 2003-2004 salary schedule (3% increase) shall be applied retroactive to the start of the 2003-04 school year.

		<u>Total Pay Per Season</u>		
		<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
			3%	3%
1.	Senior High Schools (Boys' Sports)			
	Football			
	Head Coach	\$ 6,125	\$ 6,309	\$ 6,498
	1st Assistant Coach	4,323	4,453	4,587
	2nd & 3rd Assistant Coaches	3,165	3,260	3,358
	4th & 5th Assistant Coaches ^⓪	2,485	2,560	2,637
	Basketball			
	Head Coach	6,125	6,309	6,498
	Assistant Coach	4,014	4,134	4,258
	Baseball			
	Head Coach	3,809	3,923	4,041
	Assistant Coach	2,473	2,547	2,623
	Track			
	Head Coach	3,369	3,470	3,574
	Assistant Coach	2,473	2,547	2,623
	Swimming	3,267	3,365	3,466
	Volleyball	3,267	3,365	3,466
	Wrestling			
	Head Coach	2,849	2,934	3,022
	Assistant Coach	2,036	2,097	2,160
	Soccer			
	Head Coach	2,732	2,814	2,898
	Assistant Coach ^⓪	1,862	1,918	1,976
	Cross-Country (Coeducational)			
	Head Coach	1,964	2,023	2,084
	Assistant Coach ^⓪	1,425	1,468	1,512
	Tennis	1,811	1,865	1,921
	Golf (Coeducational)	1,811	1,865	1,921

^⓪A fifth assistant football coach will continue to be employed at high schools where, for the previous football season, there were 65 or more student participants on the eligibility card as of the first game of the regular season.

^⓪A junior varsity program must be maintained in order to have an assistant coach.

SALARY SCHEDULES FOR COACHING (continued)

		<u>Total Pay Per Season</u>		
		<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
2.	Senior High Schools (Girls' Sports)		3%	3%
	Basketball			
	Head Coach	\$ 6,125	\$ 6,309	\$ 6,498
	Assistant Coach	4,014	4,134	4,258
	Track			
	Head Coach	3,369	3,470	3,574
	Assistant Coach	2,473	2,547	2,623
	Softball			
	Head Coach	3,809	3,923	4,041
	Assistant Coach	2,473	2,547	2,623
	Soccer			
	Head Coach	2,732	2,814	2,898
	Assistant Coach [®]	1,862	1,918	1,976
	Swimming	3,267	3,365	3,466
	Volleyball	3,267	3,365	3,466
	Tennis	1,811	1,865	1,921
3.	Middle Schools (Boys' Sports)			
	Basketball [®]	2,267	2,335	2,405
	Wrestling	2,244	2,311	2,380
	Swimming	1,811	1,865	1,921
	Softball [®]	1,714	1,765	1,818
	Soccer [®]	1,677	1,727	1,779
	Volleyball	1,495	1,540	1,586
	Cross-Country (Coeducational) [®]	1,495	1,540	1,586
4.	Middle Schools (Girls' Sports)			
	Basketball [®]	2,267	2,335	2,405
	Swimming	1,811	1,865	1,921
	Softball [®]	1,714	1,765	1,818
	Soccer [®]	1,677	1,727	1,779
	Volleyball	1,495	1,540	1,586

[®]A junior varsity program must be maintained in order to have an assistant coach.

[®]Magnet Middle Schools included.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles

1. Highmark Blue Cross/Blue Shield shall continue as the single health insurance carrier at least through calendar year 2005.
2. Addressing whether to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage" [i.e., an Administrative Services Contract (ASC) with Highmark]:
 - a. The PFT agrees either to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage," whichever the School District determines, following negotiations with Highmark by the School District with the participation of the PFT.
 - b. In the event of a changeover from "fully-insured Highmark coverage" to "self-insured Highmark coverage," the parties (PFT and PPS) agree that the total dollar and/or percentage share of premiums for the various coverages in all three (3) Highmark Health Care Plans (HMO, POS, and PPO) that will be paid by teachers/professionals following such a changeover shall be equivalent to the dollar and/or percentage amounts which are paid by teachers/professionals under "fully-insured Highmark coverage." This agreement includes the formulae which apply to the year-to-year sharing of premium increases (or decreases) between the School District and the insurees.
 - c. The parties (PFT and PPS) agree that for any conversion to self-insured health care coverage (ASC) with Highmark that takes effect for the start of calendar year 2004 or at any point during calendar year 2004, the teacher/professional employee contribution amounts toward each of the three (3) Highmark Health Care Plans (HMO, POS, and PPO) for the entire 2004 calendar year under such a newly-adopted ASC will be the exact same employee contribution amounts that would have applied under fully-insured Highmark health care coverage for calendar year 2004.
3. Under all three (3) Highmark BC/BS Plans, change the prescription drugs co-payments to **\$10** generic, **\$20** formulary brand, and **\$40** name brand, commencing January 2004. [Ability to purchase 90-day supply of maintenance prescription drugs by mail order or through participating retail outlets shall continue in effect, with these new **\$10, \$20, \$40** co-pays applying commencing January 1, 2004.]

Note: Apply these new prescription drugs co-pays to all three (3) Agreements.

4. Effective January 1, 2004, employee to pay generic prescription drug co-pay plus difference between brand prescription drug cost and generic prescription drug cost, only when brand drug is purchased instead of available generic drug which has FDA approval as a generic substitute and regardless of whether brand drug is prescribed or chosen.

Note: Apply this change to all three (3) Agreements.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

5. Make the following co-pay changes for 2004 and 2005:

- a. Doctor's visit --- **\$15**
- b. Specialist's visit --- **\$15**
- c. Emergency room --- **\$35** for 2004; **\$50** for 2005

Note: Apply these new co-pays to all three (3) Agreements and to all three (3) Highmark BC/BS Plans.

6. Commencing with December 2003 and continuing thereafter, teachers and professional employees shall pay **5%** of the premium cost for the various HMO Plan coverages.
7. Commencing December 2003 and continuing for one (1) year (calendar year 2004), add a special monthly teachers/professional employees premium payment amount applying to the HMO Plan only:
 - a. **\$10** per month (for 10 months), i.e., **\$100** per year, for enrollees in the individual coverage HMO Plan.
 - b. **\$20** per month (for 10 months), i.e., **\$200** per year, for enrollees in the various family coverages HMO Plans.
 - c. These special HMO Plan payment provisions shall apply only to the Teachers/Professionals Agreement and shall terminate beginning with the month of December 2004.
8. Commencing with December 2004, apply the 20% share of premium increases formula (already in effect for the POS Plan) to the HMO Plan for teachers and professional employees, using calendar year 2004 as the base year.
9. Paraprofessionals shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.
10. Technical-clerical personnel shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

11. BC/BS Health Care Plans Enrollment Provisions Applying to Paraprofessionals Agreement and to Technical-Clerical Personnel Agreement

- a. Commencing December 1, 2003, and continuing thereafter, newly-hired paraprofessionals and technical-clerical personnel shall only be eligible to enroll in the HMO Plan at time of hire or during any subsequent annual open enrollment period.
- b. Currently-employed paraprofessionals and technical-clerical personnel not already enrolled in POS or PPO Plans may not switch to POS or PPO Plans for January 2004 or during any subsequent annual open enrollment period.
- c. Paraprofessionals and technical-clerical personnel already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:
 - (1) For calendar year 2004, such paraprofessionals or technical-clerical personnel may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.
 - (2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such paraprofessionals or technical-clerical personnel who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.

12. Continuing BC/BS Health Care Plans Enrollment Provisions Applying to Teachers/Professionals Agreement

- a. Article 137, Section 4.e.
New teacher/professional hirees shall continue only to be able to enroll in either the HMO or the POS Plans. This stipulation continues to apply both at the time of hire and during any annual open enrollment period, but it continues not to apply to enrollment in the BC/BS Blue Card National PPO Plan, following or during retirement, by teachers/professionals who are covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program (because of residence as a retiree outside of the Pittsburgh/Western PA area).

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

b. Article 137, Section 5.d.

Teacher/professional employees not covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program, and who were not enrolled in the PPO Plan prior to calendar year 2001 shall continue to be able to enroll only in the HMO Plan or POS Plan. This stipulation continues to apply to such teachers/professionals during any annual open enrollment period.

13. BC/BS Health Care Plans Payment Provisions Applying to Teachers Not Covered by Article 140; Article 137, Section 5, and Article 139, Section 3

Teachers in the teacher/professional unit who are not covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program, shall continue to pay the same contribution levels and rates toward their Health Care Plans participation as apply to personnel in the Federation's two (2) other Pittsburgh School District representation units (i.e., the paraprofessional unit and the technical-clerical unit).

- a. Such teachers (those not covered by Article 140) shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.
- b. Such teachers (those not covered by Article 140) who are already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:
 - (1) For calendar year 2004, such teachers (those not covered by Article 140) may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.
 - (2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such teachers (those not covered by Article 140) who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.
- c. Should any such teachers at any time become covered by Article 140, then their Health Care Plans contributions levels and rates shall be the same as those applying to all other teachers/professionals.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

14. Consideration of "domestic partner" health care coverage provision for Teachers/Professionals Agreement:

Such domestic partner health care coverage, if implemented, would permit teacher/professional employee, where a permanent domestic partner relationship has been established, to acquire domestic partner health care coverage. Such coverage would require the employee to pay the entire difference between the cost of his/her individual health care coverage and the cost of coverage applying to two adults under spousal health care coverage. The parties, PFT and PPS, will examine this provision for possible implementation no later than for calendar year 2005.

15. Make any necessary changes and updatings in Articles 137, 138, and 139.

**Article 140 – Teacher-Retiree Group Health Care and
Medicare-Supplement Program**

Make any necessary updatings.

Important Notes Involving Health Care Coverage Provisions

1. Highmark BC/BS remains the exclusive carrier for health care insurance, with all three (3) Plans --- HMO, POS, and PPO --- continuing fully.
2. New co-pays comply with standard BC/BS co-pays for the Pittsburgh Area.
3. Purchase of maintenance prescription drugs by mail order or through participating retail outlets will continue to be available on a 90-day-supply basis, with the new \$10, \$20, \$40 co-pays applying.
4. While various co-pays are increased commencing January 2004 (to adjust to current standard co-pays), all deductibles under all three (3) Highmark BC/BS Plans remain unchanged throughout the term of the Two-Year Teachers/Professionals Agreement.
5. All employee premium payments continue to be made with pre-tax dollars. [See Article 139, Section 6, and Article 142 in Teachers/Professionals Agreement.]
6. Through direct negotiations with Highmark BC/BS by the PFT, Highmark BC/BS reduced its initially proposed 2004 composite rate increase for the HMO Plan from 54.66% to no more than 42.25%, in recognition of continued exclusivity as health care carrier for both 2004 and 2005 and because of changes agreed to by the parties (PFT and PPS) in the structure of the HMO Plan. Highmark also reduced its proposed 2004 composite rate increases for the POS Plan and the PPO Plan.

Highmark Blue Cross / Blue Shield - Exclusive Health Care Insurance Carrier

Rates for the 2004 Calendar Year (PFT Teachers and Professionals):

Plan	2003 Employee		2004 Employee		Rate formula	2004 Employee	
	Totals	% of Total	Totals	% of Total		Contribution	% of Total
HMO (Keystone Blue)							
Single Employee	2,615.40	0.00%	3,367.92	7.97%	3,367.92 x 5% + 100.00	268.32	7.97%
Parent / Child	5,730.72	0.00%	8,924.76	7.24%	8,924.76 x 5% + 200.00	646.32	7.24%
Parent / Children	5,730.72	0.00%	10,271.88	6.95%	10,271.88 x 5% + 200.00	713.64	6.95%
Husband / Wife	5,745.84	0.00%	8,924.76	7.24%	8,924.76 x 5% + 200.00	646.32	7.24%
Family	7,904.16	0.00%	10,271.88	6.95%	10,271.88 x 5% + 200.00	713.64	6.95%
Both Board	7,904.16	0.00%	10,271.88	6.95%	10,271.88 x 5% + 200.00	713.64	6.95%
POS (Select Blue)							
Single Employee	3,760.44	12.32%	5,170.08	15.78%		815.64	15.78%
Parent / Child	8,245.80	12.22%	13,740.72	17.33%		2,381.04	17.33%
Parent / Children	8,245.80	12.22%	15,711.24	18.29%		2,873.64	18.29%
Husband / Wife	8,284.20	12.22%	13,740.72	17.29%		2,376.24	17.29%
Family	9,530.40	12.19%	15,711.24	17.23%		2,706.60	17.23%
Both Board	9,530.40	10.74%	15,711.24	15.78%		2,478.84	15.78%
PPO (Preferred Blue)							
Single Employee	5,071.32	23.99%	6,039.60	24.75%		1,495.08	24.75%
Parent / Child	10,383.72	23.65%	16,052.52	25.45%		4,085.64	25.45%
Parent / Children	10,383.72	23.12%	18,363.36	25.57%		4,694.88	25.57%
Husband / Wife	11,602.68	22.94%	16,052.52	24.55%		3,941.40	24.55%
Family	13,296.00	23.27%	18,363.36	24.78%		4,550.52	24.78%
Both Board	13,296.00	21.82%	18,363.36	23.33%		4,284.24	23.33%

Note: All employee contributions are paid with pre-tax dollars and are evenly divided over the 20 bimonthly pays.

Article 120 – Payment for Coaching and Other Activities

1. Change title of Article to **"Payment for Coaching and Other Activities."**
2. Sections 1. and 2. remain the same.
3. Drop existing Sections 3. and 4.
4. New Section 3.:

Salaries for coaching, extracurricular activities, intramurals, faculty managers, after school teaching, workshops, curriculum work, loss and lack of preparation periods, and similar work activities will be specifically and individually listed on the semi-monthly paychecks when they are paid, as per the "People Soft" semi-monthly payroll system agreed to by the parties for the start of the 2002-03 school year.

5. New Section 4. (formerly Section 5.):

Update former Section 5. to cover the following:

- a. When these Section 3. payments are made in the semi-monthly paychecks --- existing Section 5.a., first sentence.
- b. When these Section 3. payments, if any, are made during the summer --- existing Section 5.a., second sentence.
- c. Section 3. payments, if any, that may be mailed home after the school year ends --- existing Section 5.b.

Article 121 – Method of Salary Payment

1. Section 1. Same
2. New Section 2.:

Paydates for teachers/professionals, except for the final pay in June, shall be on the same two (2) days per month as the semi-monthly 12-month paydates, as agreed to by the parties for the start of the 2001-02 school year.

3. Former Sections 2. and 3. Renumber as Sections 3. and 4.

Article 11, Class Size, Section 1.c.(3)

Student Safety in Swimming Classes

Commencing no later than the 2004-05 school year, physical education classes in high schools will be reasonably balanced in terms of class size, in order to avoid serious disparities among such classes (which currently arise) and particularly to assure greater safety for students during swimming classes. This balancing provision will also apply, where applicable, to middle schools and to elementary schools.

Article 62 – Faculty Parking Facilities

1. Article 62 remains the same.
2. Write a separate Memorandum of Agreement on CAPA parking, as per agreement reached between parties during second semester of 2002-03 school year and which commenced with 2003-04 school year.

Correction of Omission in Printing of 2001-2003 Teachers/Professionals Agreement

The following Article was omitted by mistake in the printing of the 2001-2003 Agreement booklet:

Article ____ – School Accountability Plan

The School Accountability Plan, developed through the Professionalism and Education Partnership (PEP) process and implemented beginning with the 1998/99 school year, shall be cooperatively supported by the parties (PFT and School District).

Caseloads and Class Sizes for Special Education under Article 12

Article 12, Special Education, Section 9.b.

New Chart Arrangement – Retained Class Sizes, Maximums, and Averages

Type of Service	Itinerant	Resource	Part-time	Full-time
Academic/Life Skills Support Programs:				
Gifted Support	75 (18)			15 (15)
Learning Support	50 (4)	20 (6)	15E (8) 18S (9)	12E (12) 15S (15)
Life Skills	20 (4)	20 (6)	15E (8) 18S (9)	12E (12) 15S (15)
Emotional Support	50 (4)	20 (6)	15 (10)	12 (12)
Physical Support	50 (4)	15 (6)	12 (6)	12 (12)
Autistic Support	12 (4)	8 (6)	8 (6)	8 (8)
Multiple Disabilities Support	12 (4)	8 (6)	8 (6)	8 (8)
Sensory and Communication Support Programs:				
Deaf or Hearing-Impaired Support	50 (4)	15 (6)	10 (6)	8 (8)
Blind, Visually-Impaired Support	50 (4)	15 (6)	15 (8)	12 (12)
Speech and Language Support	65 (4)			8 (8)

Article 127, Increases in Hourly Allotments for Special Education Extracurricular Activities

- Conroy → Yearbook - **25** hours
Special Programs - increase from 115 to **135** hours
- Pioneer → Newspaper - increase from 20 hours to **30** hours
Special Programs - increase from 65 hours to **260** hours
- Pittsburgh Elementary and Middle Gifted Centers →
Audio-Visual Aids - increase from 40 hours to **50** hours
Stage Crew - increase from 30 hours to **50** hours
Newspaper - increase from 50 hours to **100** hours
Monitoring Dances, etc. - increase from 50 hours to **100** hours
Special Programs - increase from 50 hours to **100** hours

The following are the names of the PFT representatives and chairs who will serve on the three (3) PFT-School District Special Committees which have been convened as a result of agreement between the parties (PFT and PPS):

Athletics:

George Gensure, co-chair
Terry A. Cowden, Carrick
Brenda Jones, Milliones
Phyllis A. Jones, Westinghouse
Kurt Kiefer, South
Fredrick R. Lucas, Retired,
formerly Schenley

No Child Left Behind:

John Tarka, co-chair
Sylvia C. Wilson, co-chair
Nina Esposito-Visgitis
George J. Gensure
Rufus Jordan
Sherman Shrager
Mary Van Horn

***Special Education:**

Nina Esposito-Visgitis, co-chair
Jan Beadle, Langley
Christine Botti, Itinerant
Lynne Cummings, McNaugher
Judy Delia, Conroy
Francine Duttine, South Hills
Paul Francis, Retired PFT
Anna Rhad, Prospect
Jim Smith, Beltzhoover
Dawnmarie Soldano, Early Intervention
Marilyn Tibbs, Reizenstein

*Committee has already completed its work. See preceding page (page 36) for highlights.

Length-of-Contractual-Workday/Contractual-Workweek Provisions for Teachers, Commencing 2004-05 School Year

Beginning with the 2004-05 school year, the following length-of-contractual-workday provisions will take effect at each of the three (3) school levels:

High Schools

Article 48, High School Daily Schedule, Sections 1.d. (1) and 1.d. (2)

1.d. (1) The contractual workday in high schools shall be 7 hours and 6 minutes, an increase of 16 minutes per day from the current 6 hours and 50 minutes.

1.d. (2) TIP Wednesdays shall continue to be eight (8) hours in length.

[High school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

Middle Schools

Article 47, Middle School Daily Schedule, Section 1.a.

1.a. The contractual workday in middle schools shall be 7 hours and 6 minutes, an increase of 11 minutes per day from the current 6 hours and 55 minutes, i.e., a contractual workweek of 35 hours and 40 minutes, an increase of 55 minutes per week.

Other workday/workweek and teaching schedule provisions of Article 47 shall continue in effect.

[Middle school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

Elementary Schools

Article 45, Elementary School Daily Schedule, Teacher Workday, and Teaching Schedule, Section 3.

3. The contractual workday in elementary schools shall be 7 hours and 6 minutes, an increase of 11 minutes per day from the current 6 hours and 55 minutes. This length of contractual workday shall continue to include the minimum of a forty-five (45) minute lunch period for teachers.

Sections 2.a. and 2.b., the remaining provisions of Section 3., and Section 4. shall continue in effect.

[Elementary school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

**Length-of-Contractual-Workday/Contractual-Workweek Provisions for Teachers,
Commencing 2004-05 School Year** (continued)

The following are additional provisions and agreements relating to the changes in the contractual workday/contractual workweek for teachers which takes effect at the start of the 2004-05 school year:

1. The additional time at the three (3) school levels may be assigned as follows:
 - a. To add instructional time to class periods
 - b. To utilize in homeroom periods
 - c. To adjust time between periods, i.e., change of class times. [Utilization for this purpose would not qualify as additional instructional minutes in terms of the state's mandated 990 instructional hours annually (high schools and middle schools) and mandated 900 instructional hours annually (elementary schools).]
 - d. Any combination of the above.
2. The parties (PFT and School District) agree as follows:
 - a. **Neither party (PFT or School District) will advance as an issue in the negotiations for a successor Agreement to the 2003-2005 Two-Year Teachers/Professionals Agreement either the length of the contractual workday at the three (3) school levels or the length of the 45-minute lunch period for elementary teachers.**
 - b. The additional instructional time at the high school and middle school levels will bring the School District into clear compliance with the state's annual-instructional-hours mandates.
 - c. The PFT agrees that shifts may continue to be utilized at schools in order to provide further instructional periods and/or instructional time for students.
 - d. Six-day rotation of schedules may continue to be utilized and/or expanded, particularly in elementary schools, to improve the availability and flexibility of instructional time for students.
 - e. The School District may also utilize the provisions of Article 114, Extended Teaching Day Differential, to cover a class period that a teacher agrees to teach beyond the contractual teacher workday.

**Mandatory, Pro-Rata-Paid, Professional Development Day
for Teachers/Professionals during 2004-05 School Year**

1. On a trial basis for one (1) school year, a mandatory, pro-rata-paid, professional development day for teachers/professionals will be scheduled during the 2004-05 school year.
2. Teachers and other professionals will be paid a full day's pay at their pro-rata rate of pay for their participation in this mandatory professional development day.
3. **This full day's pro-rata pay will be separate and additional to the participating professional employee's regular annual salary.**
4. During the one (1) school year trial period (2004-05 school year), all teachers/professionals will be scheduled for this professional development day. In subsequent school years, this mandatory, pro-rata-paid, professional development day may be continued at the discretion of the School District. Such continuation shall be in accordance with the same provisions as applied during the 2004-05 trial school year.
5. **Mandatory means that if a teacher/professional employee is unable to attend this specific professional development day, he/she shall not be paid for that day --- irrespective of the reason or the cause for absence.** This is an extra, pro-rata-paid day, which is additional to the regular workyear and which is paid additional to the regular annual salary. This extra workday is a day on which there is no paid absence --- for illness, personal leave, or any other reason.

Conversion of One (1) Open House/Parent Conference Day (in Second Semester) to a Professional Development Day

1. Beginning in the second semester of the 2003-04 school year (i.e., in March of 2004), the scheduled open house/parent conference day will be changed to a professional development day.
 - a. Monday, March 15, 2004, for elementary schools
 - b. Monday, March 22, 2004, for senior high schools and middle schools
2. Continuing in the 2004-05 school year and in subsequent school years, there shall be one (1) open house/parent conference day per school year, during the first semester.
3. The professional development day designated in Section 1. above shall continue to be part of the school calendar/workyear in the 2004-05 school year and in subsequent school years, but it may be scheduled in the first semester.

Article 24 – Schedule for Closing Days of School in Senior High Schools

Starting in June of 2004, the final student day in high schools [which now occurs immediately preceding the two (2) closing non-instructional/clerical days] shall be moved to a full student day immediately preceding the two (2) scheduled final examination days.

1. The purpose of this change is to have this day be a full instructional day rather than a book-return day.
2. This calendar change in high schools at the close of the school year is consistent with the crediting of a full instructional day toward the state's 990 annual-instructional-hours requirement for high schools.
3. The parties agree that both end-of-the-school-year non-instructional/clerical days will allocate the maximum available time to teachers --- in order for teachers to finish the correction of final examinations and to complete final grades.

Article 42 --- Coaching Vacancies

1. Introductory paragraph for Article 42 and Sections 1., 3., 4., 5., and 6. remain unchanged.
2. Additions to Section 2.
Section 2. Current paragraph remains unchanged. Add the following two Subsections to Section 2:
 - a. If no qualified candidate is available from within the bargaining unit, the vacant coaching position will be open to a qualified applicant not employed by the School District.
 - b. When a qualified, non-employee coach has been hired from outside the School District 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 again be internally posted citywide as a vacant coaching position.

Compilation of Internal Hiring List to Fill Coaching Vacancies

1. The parties agree to develop a list of teachers system-wide who are available to fill coaching vacancies. Compilation of this list will be completed by the end of May 2004. The purpose of this list is to take full advantage of the fact that coaching vacancies are already posted citywide and may be filled by any qualified and available teacher. The list will enable the School District to know who the qualified and available coaching candidates are, from across the school system, when coaching vacancies are being filled.
2. The 2004-05 school year will be a trial year to test how the new citywide list works in terms of enabling coaching vacancies to be filled effectively by qualified applicants from within the school system.

Term and Administration of Two-Year Teachers/Professionals Agreement

1. **This Two-Year Agreement shall be in effect from Tuesday, July 1, 2003, until 11:59 p.m. on Thursday, June 30, 2005.** During the term of this Two-Year Agreement, the Federation will not authorize, permit, or condone any work stoppage, slow-down, or other form of curtailment of effort, and the Board or its staff will not authorize or permit any lockout of Federation members or other persons covered by this Two-Year Agreement.
2. All economic Articles and provisions not addressed in the negotiation of this Two-Year Agreement shall continue as contained in the 2001-2003 Teachers/Professionals Collective Bargaining Agreement.
 - a. Any salary and increment schedules, supplemental pay rates, or compensation formulae contained in the 2001-2003 Collective Bargaining Agreement, if not addressed in the negotiation of this Two-Year Agreement, shall be determined in the same manner as handled under the 2001-2003 Collective Bargaining Agreement.
 - b. All other Articles and terms of the 2001-2003 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this Two-Year Agreement.

**Pittsburgh Federation of Teachers
Negotiations Committee for 2002/2003 Negotiations**

Albert Fondy, PFT President and Chief Negotiator
Rufus Jordan, PFT Vice President
Sherman Shrager, PFT Vice President
Mary VanHorn, PFT Vice President
Sylvia Wilson, PFT Assistant to President
George Gensure, PFT Staff Representative
Nina Esposito-Visgitis, PFT Staff Representative
John Tarka, PaFT Executive Director/PFT Executive Board

**Pittsburgh School District
Negotiations Committee for 2002/2003 Negotiations**

Bruce Campbell, Special Labor Counsel and Chief Negotiator
Theresa Colaizzi, Chairperson of School Board Negotiations Subcommittee
Dr. John Thompson, Superintendent of Schools
Randall Taylor, Member of School Board Negotiations Subcommittee
Floyd McCrea, Member of School Board Negotiations Subcommittee
Dr. Andy King, Chief Academic Officer
Richard Fellers, Chief Operations Officer
Phil Parr, Chief of Staff
Dr. Dwight Mosley, Chief Human Resources Officer
Pete Camarda, Executive Director, Budget Development and Management
Dr. J. Kaye Cupples, Senior Program Officer for Students with Exceptionalities
Jody Spolar, Director of Employee Relations



**PFT EXECUTIVE BOARD
(32 Members---October 2003)**

President.....	Albert Fondy
Vice President for High Schools.....	Rufus Jordan
Vice President for Middle Schools.....	Sherman Shrager
Vice President for Elementary Schools.....	Mary VanHorn
Secretary.....	Sylvia Wilson
Treasurer.....	Walter Weaver
Financial Secretary.....	Harold Marks
Trustee.....	Marylloyd Claytor
Trustee.....	Barbara Supinka
Trustee.....	Mary Ann Cupples-Wisniowski
Parliamentarian.....	George Gensure
Secondary Group Representative.....	James Daugherty
Secondary Group Representative.....	Kathleen Gensure
Elementary Group Representative.....	Patricia Colangelo
Elementary Group Representative.....	Ruth Voynick
Middle Schools Representative.....	Jeremiah Dugan
Middle Schools Representative.....	Marsha Ekunfeo
Professional-Supportive Group Representative.....	Juanita Hogan
Paraprofessional Group Representative.....	Norma Munoz
Paraprofessional Group Representative.....	Katherine Peyton
Paraprofessional Group Representative.....	Annette Parker
Technical-Clerical Group Representative.....	Douglas Bishop
Intermediate Unit #2 Group Representative.....	Dena Meyers
Member-At-Large.....	Barbara Antrom
Member-At-Large.....	Melanie Bozic
Member-At-Large.....	Nina Esposito-Visgitis
Member-At-Large.....	Barbara Jett
Member-At-Large.....	Jeffrey Laurenson
Member-At-Large.....	Alfredo Miceli
Member-At-Large.....	Kathy Ramos
Member-At-Large.....	John Tarka
Member-At-Large.....	vacancy