

BACKGROUND

In accordance with applicable law, on July 23, 2014, the parties entered negotiations to revise and renew their July 1, 2010, collective bargaining agreement, which was to expire June 30, 2015. They reached impasse, and negotiated a one-year interim agreement expiring June 30, 2016. Negotiations continued but to no avail; therefore, the parties signed another interim agreement expiring June 30, 2017. They continued negotiations and again reached impasse, thus activating the provisions of Act 88 leading to mediation and fact finding. Fact finding hearings were held in Pittsburgh, Pennsylvania, on October 19 and 20, 2017, and the matter is now ready for the Fact Finder's analysis and recommendations.

I. Term of the Agreement:

The Pittsburgh Board of Public Education (the Board or the District) proposed that term of the Agreement be for three years, from July 1, 2017, through June 30, 2020. The Pittsburgh Federation of Teachers (the Federation) proposed a five-year term for the Agreement. The parties, however, are in substantial agreement that a three-year agreement will be satisfactory.

I recommend that the term of the Agreement be for three years, from July 1, 2017 through June 30, 2020 given the

II. Salary Schedules:

Under the 2010-15 Agreement, the parties negotiated a new performance based schedule known as the Career Ladder Salary Schedule for New Teachers hired on or after July 1, 2010. This new schedule provided for teachers to elect career directions at specified times that would lead to greater responsibilities and higher earnings opportunities. The parties retained separate ten-step schedules for holders of bachelors and masters degrees for teachers hired before July 1, 2010(Exhibit A).

The parties agreed in 2017 to eliminate the Career Ladder Salary Schedule for regular classroom teachers and return to the previous traditional salary schedules. The Federation proposal for 2017 is Exhibit B. In addition, the Federation proposed retention of Advanced Study Credit, NBPTS, TPI and Longevity payments.

The Federation also proposed annual increases for all other employees of 2% in 2017-18, 2% in 2018-19 and 2.5% in 2019-2020, and it made separate proposals for the following categories of teachers: Twelve-month Professionals (Art.102 of the Agreement), Early Childhood Teachers (Art.105), Early Intervention Teachers (Art. 106) and Coaches (Art.116).

The Board proposed a single wage scale for all teachers hired after July 1, 2010. According to the Board, this schedule is derived from the previous Masters schedule. It is attached as Exhibit C. The Board also proposed that the Teachers Professional Increment (TPI) and Advanced Study Credits would continue to be inapplicable as they were under the Career Ladder Salary Schedule in the 2010

Agreement. For teachers hired before July 1, 2010, the Board proposes an increase of 1.5% at level 10b of their salary schedule in each year of the new Agreement, and it proposes that all other salary schedules be increased by 1.5% in each year of the Agreement.

For 2017-18, the Board proposed salary schedule essentially tracks the Federation's proposed schedule for those hired after July 1, 2010, through step 5. Then the step gradient steepens as the two schedules diverge so that the Federation schedule reaches \$91,555 at the top step, number 12, while the Board schedule arrives at \$95,860 at the top step, number 15. In both cases, the approximately \$35,000 bump step at level 10 in the old schedule is smoothed out, more so under the Board schedule than in the Federation schedule. In defense of the fifteen-step schedule, the Board presented a summary of 2017-18 masters degree wages and the number of step levels in salary schedules in other School Districts in the Pittsburgh area (Exhibit D). This exhibit shows that the final masters degree payments for both proposals are within the range of such amounts in comparable districts. The more important point is that these districts have more steps in their salary schedules, as many as nineteen in two cases, than does the parties' agreement.

I recommend the following wage adjustments:

The wage scale for all teachers hired after July 1, 2010, shall be that proposed by the Board and attached as Exhibit C.

The provision for TPI in Article 111 of the Agreement should be revised for teachers hired after July 1, 2010, to provide the benefit after five years at step 15. Otherwise, the provision should be applied as in the past for teachers and professionals in other eligible categories of service.

Advanced Study credits for credentials earned above the masters degree level (as set forth in Article 112 Section 1, paragraph b), should remain in effect. Attaining a masters degree in itself, however, should entail no additional compensation for teachers hired after July 1, 2010, inasmuch as their salary schedule is derived from the preceding masters degree schedule.

Longevity payments under Article 110 should remain in effect for all teachers.

All other salary schedules, with the exceptions noted below, should be increased by 2% in each successive year of the Agreement. The same rate increases should be applied to step 10b of the salary schedules for those hired before July 1, 2010.

Twelve-month Professionals under Article 102:

These employees are paid at the appropriate rate for their position on their negotiated salary schedules, plus an added amount because they are scheduled to work twelve months rather than just for the ten-month school year. The Federation proposes that the salary for twelve-month employees be calculated by dividing their annual salary by ten to reach a monthly rate comparable to

that of an employee that works only for the ten-month school year. Then, the Federation would multiply that rate by twelve to reflect the twelve months the Article 102 employees work.

The Board has denied the Federation's request to base the twelve-month employees' salary rates on the assumption that their regular step rates are properly divisible by ten to calculate their monthly rates for a full year's employment. There is no history of the parties having used such a basis for calculating these salaries in the past. The salary rates of the twelve-month employees are negotiated apart from regular step rates, though they do have a basis in the step rates. In the sample provided, the twelve-month rate is \$2673 above the standard teacher's annual rate or approximately 3 percent higher than the ten month salary. The parties recognize that the twelve-month teachers have greater responsibilities and more extensive professional backgrounds than most of their classroom counterparts. It follows that there should be a greater differential in their salaries.

I recommend that the salaries for professional employees under Article 102 be increased by 5 percent in each year of the Agreement.

Coaching Vacancies and Compensation

Article 42 provides as follows with respect to posting coaching vacancies:

1. When there is a coaching vacancy at a school, the coaching position will be posted citywide in order for a qualified teacher at any school across the city to have the opportunity to apply.
 - 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.

The Federation proposes the following language changes for Article 42:

Article 42 – Coaching Vacancies

1. When there is a vacancy, positions may be posted internally and externally (at the same time) so all qualified candidates have an opportunity to apply. Building Representatives will participate in the interview process.
2. When a qualified coach has been hired to fill a coaching position, pursuant to Section 1 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. All current coaches remain in their coaching positions.
3. Remains the same
4. Remains the same
5. Remains the same
6. Coaches who enter post-season playoffs will be compensated at a rate no less than their weekly salary, as determined by PIAA length of season as listed in the PIAA calendar and salaries listed in #6 of this document. The calculation process will be determined by counting the number of days from the last regular season game to the end of the last completed post-season game.

The Board agrees with paragraph 1. That posting should be simultaneous for both district and non-district employees. It also would add that the best qualified candidate should be selected.

The Board does not agree with the proposal that Building Representatives should participate in the employment interviews. Further, there being no current provision for extra post-season reimbursement, the Board would continue to provide none.

I recommend that the parties provide for simultaneous posting or otherwise advertising vacant coaching positions to both District employees and non-District candidates and provide for the selection of the most qualified candidate. No further changes in Article 42 are suggested.

Article 16 – Salary Schedules for Coaching

The Federation proposes a 28.5 percent increase for all existing coaching positions in both high school and middle school. Comparable salaries for the 2017-18 school year show that, though Pittsburgh’s data is from the 2010 to 2015 Agreement, the district is still competitive with other area districts.

I recommend that there be a 10 percent increase in coaches’ salaries across the board so that coaching salaries will remain competitive.

Early Childhood/Early Intervention Teachers

Outside its regular mandated educational functions, the Board provides services to preschool age children under Federal and State grants that set various program requirements that the district has been able to meet. The funding for this program is not large and has not expanded much since inception. The annual funding for 2017-18 is just below \$30,000,000, which must cover operating funds including teacher’s salaries for various pre-school class teachers and service providers. The funded programs are:

PreK Funding Summary

Fund	Program	2017-18 Budget
1BE	Pre-K Counts	5,219,000.00
1BC	Head Start	11,742,464.00
1BD	HSSAP	2,309,200.00
1BF	Ready to Learn	2,223,687.00
1BH	EC Tuition	241,944.00
1BJ	IDEA 611	993,688.00
1BN	Early Intervention	5,527,577.00
1AX	Access	645,406.00
1BG	EHS Child Partnership	434,333.00
1BM	IDEA 619	384,702.00
	Total Budget	29,722,001.00

Few, if any, educators and other observers doubt the value of early education. Unfortunately, the Board does not at this time have the means to support this good work and fold these programs into its regular program responsibilities as the Federation proposes. Specifically, the Federation would move the teachers in pre-school programs under Articles 105 and 106 into the regular teaching pay schedules under Article 95. The Board demurs, citing the prohibitive costs and long-standing practice of treating these teachers and programs as separate from the regular programs presented by the Board.

I recommend that the preschool programs here at issue should remain outside the Board's regular programs. Regrettably neither the money nor the will to expand these programs, which comes mainly from outside the District has been forthcoming. The Board, however, at times has made small contributions to these programs; therefore I recommend that in 2017 the Board provide a one-time increase of two percent in the salaries of these teachers. Given present conditions and the long-standing practice, I cannot impose the added burdens on the district that the Federation proposal would entail.

III. Voluntary Transfers

The Board proposes that the provisions of Article 30 regarding voluntary transfers of teachers between schools be extended from a one-year cycle to a three-year cycle. The District's proposal specifically states:

The voluntary teacher transfer process shall operate every third year. The voluntary transfer process would occur in 2017 for 2017-18 and then every third year thereafter unless the parties reach agreement that it would be beneficial to operate the voluntary transfer process in an alternate year. (Article 30)

Annually, the District determines its staffing needs in February, posts the resulting vacancies and makes school based transfers from March into June. From June through July remaining vacancies are then filled with new hires. If all vacancies are not filled in this manner, the August 1 rule comes into play. The August 1 rule provides that any position that remains open after August 1 and that is filled by a new hire will be considered vacant and open for bid in the following year's staffing procedure.

In addition to changing the voluntary transfer process to a three-year cycle, the Board would eliminate the August 1 rule, protecting assignments for new hires from automatic disruption in the transfer process.

The Board's rationale for restricting the voluntary transfer process is that each year it creates a significant movement of teachers between schools that disrupts continuity of instruction and has a deleterious effect on overall student performance. Most important, from the Board's point of view is the fact that annually there is a net outflow of teachers from high needs schools into non-high needs schools.

The district as a whole does not have a stellar performance rating on PSSA (Pennsylvania System of School Assessment) tests for math and English language arts. In the 2016-17 school year for high needs

schools the math rating was 28% proficient, 72% basic or below basic. For English Language Arts the rating is 54% proficient, 46% basic or below. Of 54 schools in the district, 17 are considered high needs schools. The students in these schools have a poverty rate of 81% and 90% of the students are of color. The three-year staff turnover ratio is 26%. Non-high needs schools conversely have PSSA Math scores of 35% proficient and 65% basic or below and English scores of 53% proficient and 47% basic or below. The poverty rate in these schools is 62% with students of color comprising 60% of the population. The three-year staff turnover rate for these schools is 15%. Finally, in the 2016-17 school year, the District allots ninety-one staff displacements to the effect of the August 1 rule and 22 displacements to other causes.

The Federation does not dispute the fact that annual displacements can be disruptive, but it attributes the staffing problems cited by the District to mismanagement and the failure of administrators to follow the proper procedures in a timely fashion. The Federation, hence, would change neither the annual voluntary transfer process nor the August 1 rule. Rather, the Federation would improve training for those involved in the transfer procedures and urges greater collaboration between the parties to reach mentally agreeable understandings in ways to improve the process.

I recommend that the District's proposal for changing the voluntary transfer process to a three-year cycle not be implemented. Teacher vacancies will not naturally occur in three-year cycles and the District is better served if it can fill such vacancies expeditiously with people who presumably want the available jobs. On the other hand, the August 1 rule should be abolished forthwith. It creates artificial and unnecessary vacancies that complicate administrative procedures and do absolutely nothing to advance the parties' pedagogical mission.

Article 51 Teacher Scheduling:

The District proposes to change Article 51, Section 2 to give more authority to principals in determining teacher schedules. Currently Article 51 in pertinent part states:

1. No later than March 1 of each school year, schedule preference sheets will be distributed to all teachers at each school. Teachers may then indicate their schedule preference, including subject, grade, alternative schedule(s), shift and time of preparation period. Teachers should return the sheets within one (1) week of the time of receiving them.
2. The teachers' schedule preference will be honored to the extent possible in the preparation of schedules for the following school year.
3. When changes in the teaching schedule(s) for a teacher(s) at a particular school become necessary due to the loss of a position(s) for the following school year, and this fact only becomes known to the school principal and/or the teachers at that school subsequent to the completion and utilization of the annual schedule preference sheets, principals shall reexamine the schedule preferences of all teachers at the school or of all teachers affected by the change, whichever is applicable. The schedule preferences, including alternative schedule choices, of all teachers or of all affected teachers shall continue to be honored to the extent possible in the preparation or revision of teaching schedules for the following school year.

The District proposes to eliminate the existing Section 2 and to insert the following language:

2. Principals shall seek and consider both teacher preference and instructional cabinet input, but shall have final authority to assign teacher schedules within the school, considering both teacher and student data.

The Board contends that the scheduling of teachers is an inherent managerial right over which the employer is not required to bargain. The Board cites 24P.S. §11-1112-A, Matters of Inherent Managerial Policy, in support of its position:

Employers shall not be required to bargain over matters of inherent managerial policy. Those matters shall include but shall not be limited to, such areas of discretion or policy as the functions and programs of the employer, standards of services, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel. Employers, however, shall be required to meet and discuss on policy matters affecting wages hours and terms and conditions of employment as well as the impact thereon upon request by employee representatives.

The Board also cites Article 5, Employee Rights, of the Agreement:

The Board reserves all rights and powers conferred upon it by the constitutions and laws of the Commonwealth of Pennsylvania and of the United States, except as limited by this Agreement.

In Article 22, Section E, of its presentation, the Board reviews the case law in Pennsylvania in the matter of management rights. The consensus is that the right to assign employees to specific jobs as needed is a basic managerial right. The Board also argues that there are times when there is a compelling need to place a strong, able teacher in certain classes or grade levels to bolster the performance of less able teachers or to improve student performance. The Federation essentially argues that in the District, teacher autonomy has been eroded over the years, leading to low morale and less effective education. Therefore, the Federation would retain the language in Article 51, Section 2.

The Board's argument in this matter is a strong one. Management's right to direct the workforce is basic, and it is memorialized in statute and widely in collective bargaining agreements. In this Agreement, however, the Management Rights clause is not a strong one in that it does not specify a right to direct the workforce and only refers to external statutes, generally, as protectors of managerial rights "except as limited by this Agreement."

It is absolutely essential in this time and place where student performance throughout the District is, to put it mildly, not inspiring that the Board have the flexibility to use its resources as it deems they can be most effective. The Board's essential resource, of course is its teachers; therefore, the ability of principals to assign teachers within the scope of their certification and expertise to the classes in their schools in which they are needed should be recognized.

I recommend that the language in Article 51, Teacher Scheduling, be changed as proposed by the Board. Moreover, the following provision should be added: "Such assignments, whether they are contrary to a teacher's original preference or not, should be made only to advance the educational mission."

IV. Health Care:

The Board proposes the following changes

CB Flex PPO Highmark and UPMC PPO

- PPO Offering with in-network deductible (\$250/500) will replace HMO/EPO and grandfathered PPO plans.
- Move Specialist office copay to \$30 from \$15
- Emergency Room copay to \$100 from \$50; access to Urgent Care and Telemedicine provides a much better cost structure and experience for the member
- Move Brand RX copay to \$10/\$30/\$50 from \$10/\$20/\$40
- Removed grandfathered status and therefore eliminate copays for preventative care.

Spousal Rule

- Currently covers 2,209 spouses throughout the entire population.
- Spouses that have full-time eligible benefits available at their employer create an unnecessary higher cost burden for the Pittsburgh Public Schools benefit plan; and, spouses could be receiving opt out credits from their employer and then incurring claims at the expense of the Pittsburgh Public Schools.
- Spousal surcharge of \$150/month.

Eliminate Post-Retirement Healthcare for new hires.

Provide for the parties to meet and discuss changes to the plan offerings and/or plan design should the District receive notice that the plan costs will trigger the Affordable Care Act's "Cadillac Tax/Excise Tax". In the event the parties do not reach an agreement to implement changes that would reduce the plan premium costs such that the tax could be avoided, then the premium contributions of the employees shall be increased to offset the amount of the tax incurred on the dollar-for-dollar basis. This additional contribution would be in addition to the premium contributions required by the contractual calculation and not limited thereby.

The Federation made the following proposal:

The Federation proposed no changes to this portion of the contract. The Federation is willing to make the counter-proposal as listed below.

The Federation is willing to move active employees (non-grandfathered) to 2 Health Care Options, effective January 1, 2018:

- 1.The Highmark CommunityBlueFlexPPO (as described in the **Federation Counter-Proposal**); or
- 2.The UPMC PPO (as described in the **Federation Counter-Proposal**).

The Federation is willing to add language regarding the Affordable Care Act's "Cadillac Tax/Excise Tax."

The Federation **is not willing** to move the grandfathered active employees and retirees from their plans.

The Federation **is not willing** to remove post-retirement healthcare from the contract for new employees.

Additionally, the Federation proposes that the District and the Federation work in partnership in the following areas:

- 1.Increasingg employee engagement in wellness initiatives, including preventative screenings and care, making healthy choices and finding assistance in working on eliminating negative influences on individual health care.
- 2.Increasing employee education on how to best utilize their healthcare plan through choosing the correct tier and portal for their healthcare.

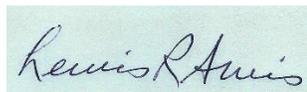
3. Engage vendors who help employers and employees analyze their data to direct education effort, negotiate better rates with providers, or direct employees to high-quality, cost-effective treatment pathways.

The Board's and the Federation's proposed plans are attached as Exhibits E and F. They are not far apart when describing benefit levels. It is not necessary here to explore the intricacies of the plans. Rather, the differences between the parties can be resolved in a straightforward manner:

I recommend the following in resolution of the healthcare issues.

1. The Federation's counter proposal moving active employees to either the CB Flex PPO or UPMC PPO should be implemented. This move should include all employees and retirees, grandfathered as well as non-grandfathered.
2. The parties are instructed to devise a plan to deal with the Cadillac plan excise tax under the ACA should the need arise. Any irresolvable differences should be taken to arbitration.
3. The parties should adopt the Office/Urgent Care/Emergency Room visits proposal offered by the Board, except the ER visits should remain at \$50 copay.
4. Brand RX copay should remain unchanged.
5. The parties are encouraged to continue to explore ways to improve employee health and reduce costs of health plans.
6. The Board's proposals regarding spousal coverage and post-retirement benefits should not be adopted at this time.

The above represents the full and complete findings and recommendations on those issues presented by the parties in this matter. Submitted on this 30th day of October 2017.

A handwritten signature in cursive script, reading "Lewis R. Amis", is displayed within a light blue rectangular box. The signature is written in black ink on a white background.

Lewis R. Amis
Fact Finder

LRA/dpa

**ARTICLE 94
INTERN TEACHERS**

Any intern programs affecting bargaining unit positions must be mutually agreed upon by the parties. Interns will not supplant regular teachers.

**PART F
SALARY SCHEDULES AND FRINGE BENEFITS**

ALL SCHEDULES, EXCEPT THE FIRST SALARY SCHEDULE FOR TEACHERS, SHALL BE EFFECTIVE AS SET FORTH IN THIS PART F AND DO NOT HAVE BOTH PRE AND POST JULY 1, 2010 SCHEDULES.

**ARTICLE 95
SALARY SCHEDULES FOR TEACHERS**

1. The following Teacher Salary Schedules shall apply to teachers during the period July 1, 2010 and continuing through June 30, 2015. Note that the first schedule, and only the first schedule, has pre and post July 1, 2010 schedules so that teachers employed prior to that date remain on the first Bachelors/Masters schedule and teachers hired as of that date or thereafter are placed on the schedule so designated.
2. In the case of teachers who qualify, these basic Teacher Salary Schedules are supplemented by:
 - a. Advanced Study Salary Credit (see Article 112, Advanced Study Credit)
 - b. Longevity Increment (see Article 110, Longevity Increment)
 - c. Teachers/Professionals Increment (TPI) (see Article 110, Teachers/Professionals Increment)
 - d. Select Teacher Salary Differential (see Article 113, Salary Differentials for Select Teacher Categories)
 - e. Special Education Salary Differential (see Article 115, Special Education Teachers)
 - f. Extended Teaching Day Differential (see Article 114, Extended Teaching Day Differential)
3. On all salary schedules, a step designated as "a" shall only apply for the first six (6) months when a teacher initially moves to that step; the step designated as "b" applies thereafter.
4. Teachers at the top step of all salary schedules, except the schedule applicable to teachers hired after July 1, 2010, shall receive a \$1,000 (one thousand) bonus in each year that the District attains Adequate Yearly Progress (AYP) during this agreement.

**SALARY SCHEDULES FOR TEACHERS
Employed as of July 1, 2010 and thereafter**

	Bachelor's Degree					
	9/09	9/10	9/11	9/12	9/13	9/14
1	37,120	37,620	38,120	38,620	39,120	39,620
2	38,850	39,350	39,850	40,350	40,850	41,350
3	40,300	40,800	41,300	41,800	42,300	42,800
4	41,620	42,120	42,620	43,120	43,620	44,120
5	43,070	43,570	44,070	44,570	45,070	45,570
6	44,490	44,990	45,490	45,990	46,490	46,990
7	45,800	46,300	46,800	47,300	47,800	48,300
8	47,150	47,650	48,150	48,650	49,150	49,650
9	48,630	49,130	49,630	50,130	50,630	51,130
10a	61,975	62,875	63,775	64,675	65,575	66,475
10b	75,800	77,300	78,800	80,300	81,800	83,300

	Master's Degree					
	9/09	9/10	9/11	9/12	9/13	9/14
1	39,210	39,710	40,210	40,710	41,210	41,710
2	41,110	41,610	42,110	42,610	43,110	43,610
3	42,800	43,300	43,800	44,300	44,800	45,300
4	44,100	44,600	45,100	45,600	46,100	46,600
5	45,500	46,000	46,500	47,000	47,500	48,000
6	46,930	47,430	47,930	48,430	48,930	49,430
7	48,170	48,670	49,170	49,670	50,170	50,670
8	49,420	49,920	50,420	50,920	51,420	51,920
9	50,790	51,290	51,790	52,290	52,790	53,290
10a	65,045	65,945	66,845	67,745	68,645	69,545
10b	79,800	81,300	82,800	84,300	85,800	87,300

* 10a ONLY applies for the first six (6) months when a teacher initially moves to step 10
10b applies thereafter

**CAREER LADDER SALARY SCHEDULE FOR NEW TEACHERS
EFFECTIVE JULY 1, 2010**

1. This schedule replaces the bachelors and masters teachers salary schedules for teachers hired on or after July 1, 2010. All other current PFT professional salary schedules shall continue.

This schedule:

- Provides opportunity for accelerated earnings for teachers
- Provides higher earning potential for teachers, exceeding \$100,000 per year
- Recognizes and rewards differences in teacher practice based on multiple measures accumulated across years and grounded in student growth
- Enables teachers at Professional Growth levels 3 and 4 to assume roles, via Career Ladders, that reward them for working with the highest need students and taking on additional responsibilities
- Allows the opportunity to recognize tenure as a milestone
- Makes implementation manageable through fixed cycles and clear decision points
- Maintains a familiar step-format

Academy	Step A	\$39,000					
Pre-Tenure or Tenure not earned in PPS	Step 1	\$40,000					
	Step 2	\$41,000					
	Step 3	\$42,000					
	Step 4	\$48,000	Tenure milestone and Level-decision year				
Tenured	Step 5	\$50,000	\$55,000				
	Step 6	\$52,000	\$58,000				
	Step 7	\$54,000	\$61,000	Additional Level-decision years			
	Step 8	\$56,000	\$64,000	\$72,000	\$80,000		
	Step 9	\$58,000	\$67,000	\$76,000	\$90,000		
	Step 10	\$60,000	\$70,000	\$80,000	\$100,000		
						Additional \$10,000 - \$14,000	
		Level 1	Level 2	Level 3	Level 4	Career Ladders & Extra Teaching Opportunity	
Length of Work Day	7 hours, 16 minutes					8 hours	
Length of Work Year	192 days					192-207 days	

#1

PFT SIDEBAR PROPOSAL

Teacher Salaries

August 25, 2017.

Article 95

SALARY SCHEDULES FOR TEACHERS

Bachelor's Degree

Salary Schedule for Classroom Teachers Hired after July 1, 2010
and currently on the Career Ladder Salary Schedule

STEP	2016	2017	2018	2019	Step	2017	2018	2019
1	40,736	41,551	42,382	43,441	1	44,000	44,880	46,002
2	42,516	43,366	44,234	45,339	2	45,500	46,410	47,570
3	44,006	44,886	45,784	46,928	3	47,000	47,940	49,139
4	45,363	46,270	47,196	48,376	4	48,500	49,470	50,707
5	46,854	47,791	48,747	49,966	5	50,000	51,000	52,275
6	48,314	49,280	50,266	51,523	6	54,000	55,080	56,457
7	49,661	50,654	51,667	52,959	7	58,000	59,160	60,639
8	51,050	52,071	53,112	54,440	8	62,000	63,240	64,821
9	52,571	53,622	54,695	56,062	9	66,000	67,320	69,003
10a	68,349	69,716	71,110	72,888	10	70,000	71,400	73,185
10b	85,647	87,360	89,107	91,335	11	78,000	79,560	81,549
					12	87,360	89,107	91,335

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

STEP	2016	2017	2018	2019	Step	2017	2018	2019
1	42,885	43,743	44,618	45,733	1	46,000	47,150	48,329
2	44,839	45,736	46,650	47,817	2	47,500	48,688	49,905
3	46,577	47,509	48,459	49,670	3	49,000	50,225	51,481
4	47,913	48,871	49,849	51,095	4	50,500	51,763	53,057
5	49,353	50,340	51,347	52,631	5	52,000	53,300	54,633
6	50,823	51,839	52,876	54,198	6	56,000	57,400	58,835
7	52,098	53,140	54,203	55,558	7	60,000	61,500	63,038
8	53,383	54,451	55,540	56,928	8	64,000	65,600	67,240
9	54,792	55,888	57,006	58,431	9	68,000	69,700	71,443
10a	71,504	72,934	74,393	76,253	10	72,000	73,800	75,645
10b	89,760	91,555	93,386	95,721	11	82,000	84,050	86,151
					12	91,555	93,386	95,721

Advance Study Credit, NBPTS, TPI, and Longevity apply.

All other salary and wage schedules will be increased by 2% in 2017-18 and 2018-19 and 2.5% in 2019-20. The percent salary and wage increase does not supersede the salary proposals for 12-month professionals (Art. 102), Early Childhood Teachers (Art. 105), Early Intervention Teachers (Art. 106), and Coaches (Art. 116).

Sidebar Proposal
9/5/17

Wage Scale for Teachers
Hired After 7/1/2010
and 2017-18

	2017-18	2018-19	2019-20
1	46,000	46,200	46,400
2	47,500	47,700	47,900
3	49,000	49,200	49,400
4	50,500	50,700	50,900
5	52,000	52,200	52,400
6	53,500	53,700	53,900
7	55,000	55,200	55,400
8	56,500	56,700	56,900
9	58,000	58,200	58,400
10	59,500	59,700	59,900
11	65,000	65,200	65,400
12	71,500	71,700	71,900
13	84,000	84,200	84,400
14	91,106	92,473	93,860
15	93,106	94,473	95,860

- * Employees on the Career Ladder Salary Schedule will be placed on the above schedule at the step closest to but not less than their salary effective for the 2016-17 school year
- * Teacher Professional Increment and Advanced Study Credit would continue to be inapplicable to the schedule
- * The Pre - 7/1/2010 Teachers Salary Schedule at Step 10b shall be increased 1.5% per year
- * All other wage schedules would be increased by 1.5% per year

EXHIBIT D

Step	PPSD 9/5/17 Proposal	Union 8/25/17 Proposal	Cornell SD 2017-2018	East Allegheny SD 2017-2018	Gateway SD 2016-2017*	Penn Hills SD 2017-2018	Steel Valley SD 2017-2018	Woodland Hills SD 2017-2018
1	\$46,000	\$46,000	\$41,500	\$48,757	\$53,151	\$47,583	\$45,974	\$40,800
2	\$47,500	\$47,500	\$42,600	\$49,649	\$55,463	\$47,833	\$46,921	\$42,092
3	\$49,000	\$49,000	\$43,700	\$50,631	\$57,774	\$48,333	\$47,870	\$43,385
4	\$50,500	\$50,500	\$44,800	\$51,701	\$60,085	\$48,333	\$49,463	\$44,677
5	\$52,000	\$52,000	\$45,900	\$52,861	\$62,396	\$49,442	\$51,224	\$46,727
6	\$53,500	\$56,000	\$47,000	\$54,110	\$64,708	\$51,034	\$53,019	\$49,179
7	\$55,000	\$60,000	\$48,100	\$55,359	\$67,018	\$52,626	\$54,781	\$51,228
8	\$56,500	\$64,000	\$49,200	\$56,875	\$69,329	\$54,218	\$56,543	\$53,497
9	\$58,000	\$68,000	\$50,750	\$58,838	\$71,639	\$55,810	\$58,304	\$55,401
10	\$59,500	\$72,000	\$53,750	\$60,889	\$73,950	\$58,994	\$60,066	\$58,181
11	\$65,000	\$82,000	\$56,750	\$62,138	\$76,261	\$60,586	\$61,827	\$60,523
12	\$71,500	\$91,555	\$59,750	\$65,885	\$78,572	\$62,178	\$63,588	\$63,413
13	\$84,000		\$62,750	\$69,453	\$80,884	\$63,770	\$65,351	\$66,120
14	\$91,106		\$65,050	\$77,214	\$83,195	\$65,362	\$67,383	\$69,193
15	\$93,106		\$67,350	\$85,243	\$85,505	\$68,546	\$69,144	\$73,836
16			\$69,650	\$93,807	\$87,816	\$70,138	\$72,870	\$82,971
17			\$71,950		\$90,128	\$74,914	\$76,935	\$92,800
18			\$74,250		\$92,438	\$78,098	\$95,657	
19			\$82,750			\$92,480		

* Gateway School District salary schedules were frozen for all 4 years of their contract, from SY 2013-14 through 2016-17.

Current Medical Plan Designs

Highmark and UPMC

Actuarial Value	97.08%	96.85%	94.18%	61.71%			
	PPS HMO/EPO Plan Design In-Network	PPS Choice and Preferred PPO Plan Design In-Network	PPS Choice and Preferred PPO Plan Design Out-of-Network	PPS Standard PPO Plan Design In-Network	PPS Standard PPO Plan Design Out-of-Network	PPS Part-Time QHDHP In-Network	PPS Part-Time QHDHP Out-of-Network
General Provisions							
Deductible							
Individual	None	None	\$250	\$250	\$500	\$6,000	\$9,000
Family	None	None	\$500	\$500	\$1,000	\$12,000	\$18,000
Coinsurance	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded
Out-of-Pocket Maximum							
Individual	None	None	\$1,000	None	\$2,500	\$6,500	\$10,000
Family	None	None	\$2,000	None	\$5,000	\$13,100	\$20,000
Office / Urgent Care / Emergency Room Visits							
PCP Office Visits	100% after \$15 copay	100% after \$15 copay	80% after ded	100% after \$20 copay	80% after ded	80% after ded	60% after ded
Specialist Office Visits	100% after \$15 copay	100% after \$15 copay	80% after ded	100% after \$30 copay	80% after ded	80% after ded	60% after ded
Urgent Care Center Visits	100% after \$15 copay	100% after \$15 copay	80% after ded	100% after \$30 copay	80% after ded	80% after ded	60% after ded
Telemedicine Services	100% after \$8 copay	100% after \$8 copay	Not Covered	100% after \$8 copay	Not Covered	80% after ded	Not covered
Emergency Room Services	100% after \$50 copay (waived if admitted)	100% after \$50 copay (waived if admitted)		100% after \$75 copay (waived if admitted)		80% after ded	60% after ded
Preventive Care							
Routine Adult							
Physical Exams	100% after ded	100% after ded	Not Covered	100% (ded does not apply)	Not Covered	100% (ded does not apply)	Not covered
Adult Immunizations	100% after ded	100% after ded	80% after ded	100% (ded does not apply)	80% after ded	100% (ded does not apply)	60% after ded
Colorectal Cancer Screening	100% after ded	100% after ded	80% after ded	100% (ded does not apply)	80% after ded	100% (ded does not apply)	60% after ded
Routine Gynecological Exams, Including PAP	100% after ded	100% after ded	80% (ded does not apply)	100% (ded does not apply)	80% (ded does not apply)	100% (ded does not apply)	60% (ded does not apply)
Mammograms, annual routine and medically necessary	100% after ded	100% after ded	80% after ded	100% (ded does not apply)	80% after ded	100% (ded does not apply)	60% after ded
Diagnostic Services and Procedures	100% after ded	100% after ded	80% after ded	100% (ded does not apply)	80% after ded	100% (ded does not apply)	60% after ded
Routine Pediatric							
Routine Physical Exams	100% after ded	100% after ded	Not Covered	100% (ded does not apply)	Not Covered	100% (ded does not apply)	Not covered
Pediatric Immunizations	100% after ded	100% after ded	80% (ded does not apply)	100% (ded does not apply)	80% (ded does not apply)	100% (ded does not apply)	60% (ded does not apply)
Diagnostic Services and Procedures	100% after ded	100% after ded	80% after ded	100% (ded does not apply)	80% after ded	100% (ded does not apply)	60% after ded
Hospital and Medical/Surgical							
Hospital (Inpatient and Outpatient)	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded
Medical Surgical Expenses	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded
Therapy and Rehabilitation Services							
Physical Medicine	100%	100%	80% after ded	100% after \$30 copay	80% after ded	80% after ded Limit: 20 visits/benefit period	60% after ded
Speech & Occupational Therapy	100%	100%	80% after ded	100% after \$30 copay	80% after ded	80% after ded Limit: 20 visits/benefit period	60% after ded
Spinal Manipulations	100% after \$15 copay	100% after \$15 copay	80% after ded	100% after \$30 copay	80% after ded	80% after ded Limit: 20 visits/benefit period	60% after ded
Mental Health / Substance Abuse							
Inpatient	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded
Inpatient Detoxification/Rehabilitation	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded
Outpatient	100%	100%	80% after ded	100% after ded	80% after ded	80% after ded	60% after ded

Current Rx Plan Designs

Highmark and UPMC

	PPS HMO/EPO Plan Design	PPS Choice and Preferred PPO Plan Design		PPS Standard PPO Plan Design		PPS Part-Time QHDHP	
	In-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Prescription Drugs							
Retail	34 day supply or 100 units, whichever is greater	34 day supply or 100 units, whichever is greater		31 / 60 / 90 Day Supply		Integrated with medical deductible, then copays listed below apply	
Generic	\$10 copay	\$10 copay	Not Covered	\$10 / \$20 / \$30 copay	Not Covered	31 / 60 / 90 Day Supply	Not Covered
Brand Formulary	\$20 copay	\$20 copay		\$30 / \$60 / \$90 copay		\$8 / \$16 / \$24 copay	
Brand Non-Formulary	\$40 copay	\$40 copay		\$50 / \$100 / \$150 copay		\$38 / \$76 / \$114 copay	
Mall Order	90 day supply	90 day supply		90 day supply		90 day supply	
Generic	\$10 copay	\$10 copay		\$20 copay		\$16 copay	
Brand Formulary	\$20 copay	\$20 copay		\$60 copay		\$95 copay	
Brand Non-Formulary	\$40 copay	\$40 copay		\$100 copay		\$228 copay	

**Fact-Finding
Health Care Counter-Proposal**

CommunityBlue Flex PPO

	Enhanced Value	Standard Value	Out-of Network
Deductible			
Individual	None	\$500	\$1,000
Family	None	\$1,000	\$2,000
Coinsurance	100%	90% after deductible	75% after deductible
Out-of-Pocket Max.			
Individual	None	\$1,500	\$3,000
Family	None	\$3,000	\$6,000
Preventative Care			
PCP Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Specialist Visit	100% after \$20 copay	100% after \$30 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	100% after \$20 copay	75% after deductible
Telemedicine	100% after \$15 copay	100% after \$20 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34 day supply (eliminate the 100 unit option)		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	
Mail Order Rx	90 day supply		
Generic	\$10	\$10	
Brand	\$20	\$20	
Brand Non-Formulary	\$40	\$40	

UPMC PPO

	In-Network	Out-of Network
Deductible		
Individual	None	\$1,000
Family	None	\$2,000
Coinsurance	100%	75% after deductible
Out-of-Pocket Max.		
Individual	None	\$3,000
Family	None	\$6,000
Preventative Care		
PCP Visit	100% after \$15 copay	75% after deductible
Specialist Visit	100% after \$20 copay	75% after deductible
Retail Clinic Visit	100% after \$15 copay	75% after deductible
Urgent Care Visit	100% after \$15 copay	75% after deductible
Telemedicine	100% after \$15 copay	Not Covered
Emergency Room	100% after \$75 copay (waived if admitted)	100% after \$75 copay (waived if admitted)
Retail Rx	34 day supply (eliminate the 100 unit option)	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	
Mail Order Rx	90 day supply	
Generic	\$10	
Brand	\$20	
Brand Non-Formulary	\$40	

Retain grandfathered PPO plans for those active and retired employees who are currently eligible.

The Federation is willing to work to adopt a vital Wellness Program. The Federation believes the incentive should be around \$100 per participant depending on requirements.

The Federation rejects the District proposal to eliminate Post-Retirement Healthcare for new hires.

The Federation agrees to add language to the CBA so that if it becomes evident that the plan costs for health care will trigger the Affordable Care Act's "Cadillac Tax/Excise Tax," the parties will meet to negotiate changes to the plan offerings to bring them under the limits so that the tax can be avoided. If the parties cannot agree on a plan offering, the parties will present both plans to an arbitrator, chosen under the arbitration provisions of this contract to choose the plan(s) to put in place.