

ARTICLE 12 COMPENSATION

12.1 Salary Schedules

12.1.1 Index. The salary schedule indices are set forth in Appendix A-1.

12.1.2 Appendix A-1 sets forth the basic annual salaries for the period July 1, 202~~63~~, through June 30, 202~~67~~. The 202~~63~~-202~~74~~ salary schedule shall be increased by ~~86.25%~~. ~~The 2024-2025 salary schedule shall be increased by 4.5%. The 2025-2026 salary schedule shall be increased by 3%.~~

12.1.3 Professional educators with a doctorate degree in field related to assignment shall receive an additional \$2,000 per school year.

12.1.4 Professional educators who have received and retain a National Board Certification for Professional Teaching Standards shall receive an additional \$1500 per school year. Professional educators who earn/receive other certifications from National Boards shall also receive the additional \$1,500 per school year.

12.1.5 Professional educators who teach in the target language in a DLI program shall receive an annual stipend of \$3,000. Educators who work less than full time in a DLI program will receive a prorated stipend based on their FTE.

12.1.6 Professional educators who have bilingual or multilingual ability relevant to the assignment (as defined in I.1.4) and who have demonstrated proficiency (as defined in I.1.1) will receive a \$1,500 annual stipend.

12.2 Salary Placement

1 All professional educators shall be placed on the salary schedule based  
2 upon their prior work experience and education/training level. Additional  
3 information about salary placement can be found in the *Guidelines for*  
4 *Professional Growth/In-service* (see reference in Section 22.2).

5  
6 12.2.1 Educational Credit

7  
8 12.2.1.1 At such time that the State of Oregon requires completion of a  
9 “5<sup>th</sup> year” program for licensure, new professional educators  
10 shall be given credit for the hours required following the  
11 Bachelor’s degree for completion of a “5<sup>th</sup> year” program up to  
12 a maximum of forty-five (45) quarter hours. Currently  
13 employed professional educators, who have completed a “5<sup>th</sup>  
14 year” program but were not given credit at the time of  
15 employment, shall be given credit on the salary schedule up to  
16 the BA+45 column.

17  
18 12.2.1.2 Career and Technical Education (CTE) professional educators  
19 may receive credit for technical coursework taken at a  
20 community college. Such courses shall be relevant to the  
21 professional educator’s field of preparation and to service as a  
22 professional educator in this District.

23  
24 12.2.1.3 In order to receive a salary adjustment retroactive to the  
25 beginning of the current school year, a professional educator  
26 must, by October 31st, provide the Human Resources  
27 Department with proof of completion of coursework.  
28 Adjustments based upon proof received after October 31st will  
29 be made effective the first day of the next pay period.

30  
31 12.2.1.4 Multiple Graduate Degrees and Graduate Credits

32  
33 Placement on the salary schedule and salary advancement for  
34 professional educators with multiple graduate degrees shall be  
35 in accordance with the following:  
36

- 1 a. Educational experience (lane advancement) shall be granted  
2 for any fully completed graduate degree (MA, MFA, JD,  
3 PHD, etc., regardless of date of licensure.  
4
- 5 b. Column salary credit (lane advancement) will not be limited  
6 to a single graduate degree.  
7
- 8 c. Educational experience would be based on the order the  
9 graduate degrees were earned.  
10 The first graduate degree earned would advance the  
11 professional educator to the MA lane. The second graduate  
12 degree earned would count as graduate credits beyond the  
13 MA+0 lane.  
14
- 15 d. No graduate credits prior to licensure shall be credited  
16 towards lane advancement unless/until they become part of  
17 a completed graduate degree.  
18
- 19 e. Graduate credits earned outside of a degree program are  
20 eligible for salary advancement, as long as they are earned  
21 after licensure and are consistent with the requirements in the  
22 In-Service Guidelines.  
23  
24

## 25 12.2.2 Experience Credit

26  
27 12.2.2.1 Newly hired temporary or probationary professional educators  
28 who have previous experience/experience working in a PK-12  
29 school setting where the responsibility was similar to that of  
30 professional educators in the Portland Public Schools shall be  
31 given experience credit on the following basis:  
32

- 33 a. one (1) year of credit for each full year of full-time  
34 experience (minimum one hundred thirty-five (135) days  
35 within the regular school year); and  
36
- 37 b. one (1) year of credit for each two (2) years of part-time  
38 experience that is half-time or more but less than full-time

(minimum of one hundred thirty-five (135) days within the school year).

c. Verification of experience shall be made by the Human Resources Department.

12.2.2.2 Central Staff Professional Librarians, and other Central Office professional educators, shall be placed on the salary schedule in accordance with the educational requirements for teachers. In determining years allowed for the equivalency of outside experience for teacher-librarians, teachers of speech and hearing and teachers in special schools who are otherwise qualified, one hundred thirty-five (135) days, while employed on a professional full-time basis, shall be counted.

12.2.2.3 Any professional educator who resigns shall, upon re-employment, be placed on the salary schedule on the same basis as a new hire, except that, if the professional educator completes the year and is re-employed prior to opening of school the succeeding year, the Superintendent may use his discretion in recommending to the District that the resignation be rescinded.

12.2.2.4 Teaching experience shall be granted for prior kindergarten or nursery school teaching provided the teaching was in a licensed position and in a standard school administered by the public-school system, or in a private school accredited or approved under state laws of standardization.

12.2.2.5 Full-time administrative and teaching experience in an accredited institution of higher education shall be counted as teaching experience, provided such experience consisted of at least one hundred thirty-five (135) days within a school year. Full-time administrative and teaching experience in a PK-12 setting shall be counted as teaching experience, provided such experience consisted of at least one hundred thirty-five (135) days within a school year.

1 12.2.2.6 Credit for a sabbatical leave of absence for study during previous  
2 employment with this District shall be allowed as experience,  
3 subject to the 135 days school year criterion. No credit for  
4 leaves of absence from a school district outside of PPS will be  
5 allowed as experience.  
6

7 12.2.2.7 Salary adjustments on the basis of experience will be made only  
8 after official verification, and shall become effective during the  
9 payroll period in which approved. Such salary adjustments will  
10 not be retroactive, except that experience verified within sixty  
11 (60) days of the start of employment shall be retroactive to the  
12 first day of employment.

13 12.2.2.8 In the event that records have been destroyed, a notarized  
14 statement from two (2) responsible adults, other than relatives,  
15 having knowledge of the professional educator's experience,  
16 may be accepted.  
17

18 12.2.2.9 A professional educator assigned to a CTE teaching position  
19 shall be granted salary credit for a related CTE experience on  
20 the following basis:  
21

22 a. Non-degreed applicants shall be eligible for placement on  
23 the "BA" column of the salary schedule provided they have  
24 four (4) years of verifiable work experience in an  
25 occupational field related to the teaching assignment. They  
26 shall receive one (1) salary step for each year of experience  
27 in excess of four (4) years but not to exceed ten (10) years of  
28 credit. Eight (8) months of experience in a 12-month period  
29 shall be considered to be one (1) year of experience.  
30

31 b. Degreed applicants who are required to have related work  
32 experience in order to qualify for a CTE license shall receive  
33 credit for each year of work experience required for the  
34 licensure. Eight (8) months of experience in a 12-month  
35 period shall be considered the public-school system, or in a  
36 private school accredited or approved under state laws of  
37 standardization.  
38

- c. The District shall use a form appropriate to CTE to verify professional educator experience.

12.2.2.10 School and clinical psychologists' placement and progression shall be on the MA+45/BA+105 column of the salary schedule with one (1) step for each full year of experience as a full-time school psychologist and one (1) step for each year of experience as a teacher, counselor, clinical psychologist or similar occupation.

12.2.2.11 Speech and Language Pathologists' placement and progression shall be on the MA+45/BA+105 column of the salary schedule with one (1) step for each full year of experience as a full-time teacher or speech and language pathologist and one (1) step for each two (2) years of experience as a part-time teacher or speech and language pathologist with part-time meaning at least half time.

12.2.2.12 Initial placement for social workers shall be determined the following way:

- a. one (1) year of experience credit shall be given for each full year of experience as a social worker with a Master of Social Work degree (MSW),
- b. one (1) step for each two (2) years of part-time experience as a social worker with a Master of Social Work degree (MSW) with part-time meaning at least half-time,
- c. and one (1) year of experience credit for each one (1) year of experience (or .5 credit for part-time) as a social worker prior to a MSW or as a teacher, counselor, caseworker, or similar occupation.
- d. Plus hour credit shall be given for course work taken following obtaining a Master of Social Work degree (MSW).

12.2.2.13 Placement on the salary schedule for child development specialists, behavior management specialists and student service specialists shall be as follows:

- a. One step for each full year of experience as a social worker, teacher, counselor, child development specialist, behavior management specialist, student service specialist or in a similar occupation as determined by the District.
- b. Credit will be given for relevant course work beyond a Bachelor's Degree taken after initial employment in a position similar to that as a social worker, teacher, counselor, child development specialist, behavior management specialist, student service specialist or similar occupation. Credit will be given for Master's degree.

### 12.3 Salary Advancement

- 12.3.1 Advancement by reason of change in educational status (lane advancement) shall be in accordance with the article on Professional Growth. Additional information about salary advancement can be found in the *Guidelines for Professional Growth/In-service* (see reference in Section 22.2).
- 12.3.2 Plus hours beyond initial salary placement must be based on coursework at accredited colleges or universities.
- 12.3.3 Employees, who earn a credit level necessary to advance to another column on the salary schedule, shall be paid at the new salary level effective the first day of the next pay period after supplying verification to the District. Such salary adjustments will not be retroactive, except that credits verified by October 31 shall be retroactive to the beginning of the school year.
- 12.3.4 Effective July 1 of each year, professional educators, except those on the highest step of each column, shall receive a step increase.
- 12.3.5 A professional educator who works half-time or more shall be entitled to a step increase if they work fifty percent (50%) or more of their work year. Regularly credited sick or other paid leave for

1 which professional educators receive full or partial pay shall count  
2 as days worked.

3  
4 12.4 Payroll Checks

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6 12.4.1 Professional educators may individually elect to receive their annual  
7 compensation on ten (10) or twelve (12) equal monthly payments by  
8 submitting their request in writing to the District's Payroll Office prior  
9 to the end of the preceding school year. In the absence of such written  
10 request, twelve (12) payments will be deemed to have been selected.

11  
12 12.4.2 The method of payment selected by a professional educator cannot be  
13 changed during the course of the school year.

14  
15 12.4.3 In cases where payments on a 10-month basis are selected, the last  
16 payment will be subject to the three months of authorized payroll  
17 deductions (i.e., professional educator contributions to health and  
18 welfare insurance, credit union, etc.).

19  
20 12.4.4 Professional educators shall be paid on the last business day of the  
21 month. During the summer period checks shall be mailed to the  
22 designated address of the professional educator at the end of each  
23 month.

24  
25 12.4.5 If a professional educator is dismissed before receiving the entire  
26 number of monthly payments selected under Paragraph 1, the District  
27 shall make a lump sum payment within two (2) business days to the  
28 professional educator.

29  
30 12.4.6 Salary payments for extended responsibility assignments of a seasonal  
31 nature, such as coaching, shall be paid at the professional educator's  
32 option: (a) in a lump sum at the end of a season, or (b) prorated over a  
33 three-month period during the season, or (c) prorated over the months  
34 remaining in the work year following the beginning of that season.

35  
36 12.4.7 Part-time and Extended Contracts

1 12.4.7.1 Professional educators, who work less than full-time, shall be  
2 paid at a pro-rata portion of the full-time salary. Part-time  
3 contracts shall be paid out over the regular 10- or 12-month  
4 paychecks. Other unpaid leave/time shall be deducted in the  
5 next paycheck.

6  
7 12.4.7.2 Professional educators, who are granted an extended contract to  
8 work beyond the normal work year, shall be paid at their normal  
9 per diem rate for each additional day (or portion thereof).  
10 Extended contracts that are known at the beginning of the year  
11 shall be paid out as part of the normal paychecks (over 10 or 12  
12 paychecks). Other extended hours/contract days shall be paid in  
13 the next month's paycheck after the work has been completed.

14  
15 12.5 Special Salary Provisions  
16

17 12.5.1 If there are no applicable special salary provisions or extended  
18 responsibility provisions listed in the contract, professional educators  
19 shall be paid their per diem hourly rate for work specifically requested  
20 by the District beyond the work day/year.

21 12.5.2 Upon mutual agreement between the professional educator and the  
22 administrator, professional educators may be paid special salary  
23 provisions as listed below. Changes in this section are effective upon  
24 ratification of this contract.

25  
26 12.5.2.1 The daily rate for the base salary is the per diem rate of the base  
27 salary in Appendix A (Step 1 on the BA+15 column).  
28

29 12.5.2.2 Professional educators working in the regular day school,  
30 evening high school, and home instruction program shall  
31 receive .22 times the daily rate for the base salary per hour or  
32 the member's hourly rate; whichever is higher. Such  
33 professional educators shall not teach more than ten (10) hours  
34 per full workweek under this provision.

35  
36 12.5.2.3 Professional educators assigned as Student Activity Advisors  
37 and for student supervision at times after the workday shall be

1 paid 0.13 times the base salary daily rate per hour. Non-paid  
2 volunteers may be used in these positions only if such positions  
3 would not otherwise be filled by unit members.  
4

5 12.5.2.4 A professional educator appointed to substitute in an  
6 administrative or supervisory position shall be paid their  
7 teaching salary plus 0.17 times the base salary daily rate per  
8 working day for a short-term emergency period not to exceed  
9 two (2) consecutive days. When the professional educator  
10 assumes full responsibility for the administrative or supervisory  
11 position for a period of three consecutive days or more they shall  
12 receive the pay of the regular appointment.  
13

14 12.5.2.5 Rate of pay for teachers of in-service classes shall be 2.0 times  
15 the base salary daily rate per credit hour.  
16

17 12.5.2.6 Professional Educators of Outdoor School shall receive an  
18 additional 0.65 times the base salary daily rate. If Outdoor  
19 School is held on a Sunday, and the professional educator  
20 volunteers to work, they shall be paid 1.3 times the base salary  
21 daily rate.  
22

23 12.5.2.7 Rates of pay for professional educators for each half-day session  
24 of Summer School shall be 3.2 times the base salary daily rate.  
25

26 12.5.3 Each school year the Human Resources Department shall post the  
27 rates of pay for all rates included in Section 12.5 Special Salary  
28 Provisions.  
29

30 12.6 Fingerprinting  
31

32 The District agrees to annually budget a fund to pay for the cost of fees  
33 charged by agencies for fingerprinting and the accompanying criminal  
34 check required by TSPC or the ODE.  
35

36 12.7 Materials and Supplies Stipend  
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2  
3  
4

Each professional educator shall receive one hundred dollars (\$100) per school year to purchase materials. This stipend is in addition to those materials and supplies that are normally budgeted by the District.