## SALARY ISSUES PAT IS CURRENTLY WORKING TO ADDRESS

December 5, 2018

<table>
<thead>
<tr>
<th>GROUP</th>
<th>THE ISSUES</th>
<th>STATUS</th>
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| #1 53 members | • Improper salary placement, lane or step advancement; failure to properly credit past educational work experience or college credit; tuition reimbursement issues; failure to receive a PhD or National Board stipend | • In mid-November, PPS sent letters to members explaining why claim was granted or denied
• Checks sent to members
• Reviewing any remaining issues |
| #2 150 members | Filed claims by June 1, 2018
• Improper salary placement, lane or step advancement; failure to properly credit past educational work experience or college credit; tuition reimbursement issues; failure to receive a PhD or National Board stipend
• AND MA degrees before licensure | • Working through the individual cases
• PPS now confirms credit to be given for fully completed MA degrees, whether earned before or after licensure
• Will credit multiple degrees
• Adjustments retroactive to July 1, 2017 |
| #3 Undetermined number of members | • Same issues as above, including MA degree issue
• New hires in 2018-19 school year | • Working through identified cases
• Developing a “claims” process to insure PPS addresses all impacted people
• Adjustments retroactive to start of employment |
| #4 97 members | • PPS reduced the salary of these new hires in November check because PPS claimed not to have received their verifications
• PPS states they will fix their checks in December if they get the documentation in by December 3 | • PPS mistaken in many cases – they did receive the verification
• Working to get PPS to restore salary ASAP
• Reviewing each case to insure proper result |
| #5 Undetermined number of members | • Workload Overload payment claims | • Meeting scheduled during break to review claims
• Preparing grievance on areas of disagreement with the applied methodology |