

# What Have You Already Given Back?

*"It is time for the Philadelphia Federation of Teachers to share in the sacrifice."*

This statement has [dominated recent news](#), with the School District of Philadelphia claiming that givebacks on health benefits are necessary to help balance the budget.

Not only does this statement insult the working educators who rely on the PFT Health and Welfare fund to keep them healthy and working, it assumes that teachers have not already sacrificed, when we have -- and there's a exact dollar amount for each and every teacher.

## How to Calculate What You've Already Given Back

First off, if you haven't yet added up the supplies you buy out of pocket, do so. Especially if you used to be a recipient of the \$1000 "high needs classroom" stipend!

The most important calculation, though, is your frozen salary.

If you are not yet [maxed out on the salary schedule](#), you "gave back" thousands of dollars in unearned pay for the last school year -- and since the pay scale is still frozen, you're on track to give back even more for 2014-2015. For example, a teacher frozen at Step 5 has already saved the District \$2753 last year, and will save them \$5419 this year.

Use the chart below to calculate your exact giveback by subtracting your frozen step salary from your actual level of seniority. If you were frozen out of an education increase, include that in your calculation as well.

<b>Certified Teacher (Regular)</b>	Bachelor's Degree	Master's Degree	Master's Plus 30
Step 1	\$45,360	\$46,694	\$49,615
Step 2	\$47,278	\$48,945	\$52,197
Step 3	\$51,113	\$53,531	\$57,033
Step 4	\$54,365	\$56,531	\$60,453
Step 5	\$57,450	\$59,532	\$63,537
Step 6	\$60,203	\$62,368	\$66,369
Step 7	\$62,869	\$65,121	\$69,207
Step 8	\$64,045	\$67,788	\$72,506
Step 9	\$65,242	\$70,565	\$75,964
Step 10	\$66,462	\$73,454	\$79,586
Step 11	\$67,705	\$76,462	\$83,381

**Then, make your giveback public knowledge.** Tell your friends and family. Post it on Facebook. Talk about it at work. Inform the parents of your students. Break the silence that employees have about salary (especially since [all of our salaries are already public record](#).) We need to combat the fallacy that teachers have not sacrificed. We know the truth, the public needs to hear it from us.



*This summary was produced by the Caucus of Working Educators, a part of the Philadelphia Federation of Teachers. For additional information and more resources like these, connect with us at [www.workingeducators.org](http://www.workingeducators.org)*

**Flip this flyer over for a summary of the health benefit costs being imposed by SDP!**

Summary of Employee Contribution Costs beginning December 15, 2014

The table below provides the per pay period contributions that will go into effect December 15, 2014 for all PFT members. Costs are based on 26 paychecks. The contributions will be withheld beginning in the January 2, 2015 paycheck.

You will be able to select your tier of coverage (single, family, etc.) and your plan (Modified Personal Choice 320 or "buy up" to Personal Choice 20/30/70) during open enrollment - October 20 to November 14, 2014.

	<b>Salary &lt; \$25,000</b>	<b>Salary \$25,000-55,000</b>	<b>Salary &gt; \$55,000</b>	<b>Personal Choice 20/30/70</b>
Tier Level	<b>Modified Personal Choice 320</b>			<b>"Buy Up"</b>
Single	\$12.85	\$25.71	\$33.42	+ \$ 47.59
Employee & Child	\$18.00	\$35.99	\$46.79	+ \$ 66.63
Employee & Children	\$23.14	\$46.27	\$60.16	+ \$85.67
Employee & Spouse or Domestic Partner	\$25.71	\$51.42	\$66.84	+ \$95.19
Employee & Spouse or Domestic Partner with Surcharge (\$70)	\$95.71	\$121.42	\$136.84	+ \$95.19
Family	\$38.56	\$77.12	\$100.26	+\$142.79
Family with Surcharge (\$70)	\$108.56	\$147.12	\$170.26	+\$142.79