

**Buffalo Public Schools District
Department of Human Resources**

**Implementation of the PCTEA Contract
Ratified on 8/21/19
Frequently Asked Questions**

1) When will I see an increase of my salary in my paycheck?

- A. *The 8/30/19 paycheck will include 2.0% increases effective 7/01/19, plus*
- *Retro salary and overtime adjustment for 7/01/19-8/20/19 to reach 2.0% increases*
 - *Retro adjustment for 7/19/19 longevity pay to reach new contract rates*
- B. *The 9/13/19 paycheck will include the additional 2.5% increase effective 8/21/19, for a total salary and overtime increase of 4.5%*
- C. *8/21/19-8/24/19 salary and overtime was paid 8/30/19 at the 2.0% increase rate, so a retro adjustment to reach 4.5% for those 4 days will be paid in October*

2) How do you determine how many years I have for the signing bonus?

The years of service time each employee has on the date of ratification will determine signing bonus compensation, and are based on time served only as an employee covered by the terms and conditions in the PCTEA contract while employed by the Buffalo City School District; the District will research each case individually.

3) When will the signing bonus be issued and will it be with my paycheck or a separate check?

The signing bonus will be paid in October, in a separate check.

4) Will the new contract impact my health insurance contributions?

- A. *For employees hired on or before December 7, 2011, there will be no changes to your health insurance contributions.*
- B. *For employees hired after December 7, 2011, you will see a change in your contribution 8/30/19 paycheck, as below:*

		Bi-weekly total	
PCTEA		Old Contract	New Contract
Base Plan	Single:	\$ 39.74	\$ 43.72
Base Plan	Family:	\$ 109.54	\$ 120.49
Enhanced Plan	Single:	\$ 89.57	\$ 98.52
Enhanced Plan	Family:	\$ 137.97	\$ 151.77

Increase =	PCTEA SALARY SCHEDULE			
2.00%		7/1/2019		
GRADE	STEP 1	STEP 2	STEP 3	STEP 4
A	\$29,414	\$30,228	\$31,649	\$32,516
1	\$29,992	\$31,348	\$32,698	\$33,596
2	\$30,644	\$32,046	\$33,455	\$34,375
3	\$31,138	\$32,597	\$34,052	\$34,991
4	\$32,112	\$33,661	\$35,205	\$36,178
5	\$32,658	\$34,336	\$36,012	\$37,010
5A	\$33,238	\$34,989	\$36,742	\$37,764
6	\$33,357	\$35,117	\$36,885	\$37,906
6A	\$33,867	\$35,652	\$37,449	\$38,487
7	\$34,131	\$35,975	\$37,880	\$38,929
7A	\$34,140	\$35,982	\$37,880	\$38,929
7B	\$34,680	\$36,597	\$38,517	\$39,588
8	\$35,066	\$37,033	\$39,078	\$40,167
9	\$35,893	\$38,068	\$40,278	\$41,405
9A	\$36,992	\$39,228	\$41,469	\$42,633
10	\$37,237	\$39,654	\$42,072	\$43,254
10A	\$37,893	\$40,595	\$43,297	\$44,513
11	\$38,730	\$41,428	\$44,159	\$45,396
11A	\$40,531	\$43,229	\$46,031	\$47,329
12	\$40,674	\$43,743	\$46,923	\$48,249
12A	\$42,138	\$45,259	\$48,442	\$49,812
12B	\$42,847	\$46,000	\$49,180	\$50,571
13	\$42,989	\$46,443	\$49,919	\$51,334
14	\$44,261	\$47,745	\$51,228	\$52,680
14A	\$45,329	\$48,882	\$52,433	\$53,923
15	\$45,424	\$49,109	\$52,809	\$54,307
15A	\$46,033	\$49,806	\$53,590	\$55,115
15B	\$47,591	\$51,452	\$55,408	\$56,989
16	\$48,455	\$52,406	\$56,496	\$58,105
17	\$50,237	\$54,397	\$58,717	\$60,396
17A	\$50,636	\$54,966	\$59,434	\$61,134
18	\$51,791	\$56,381	\$61,046	\$62,793
19	\$53,927	\$58,704	\$63,477	\$65,294
19A	\$54,575	\$59,642	\$64,726	\$66,584
20	\$55,544	\$60,763	\$66,058	\$67,955
21	\$60,685	\$66,278	\$72,052	\$74,130
22	\$64,521	\$70,550	\$76,577	\$78,790
22A	\$65,807	\$72,069	\$78,327	\$80,594
23	\$68,584	\$74,836	\$81,101	\$83,449
24	\$72,711	\$79,160	\$85,606	\$88,091
24A	\$75,684	\$82,253	\$88,835	\$91,418
25	\$90,297	\$94,965	\$99,633	\$102,539

Increase =	PCTEA SALARY SCHEDULE			
2.50%		8/21/2019		
GRADE	STEP 1	STEP 2	STEP 3	STEP 4
A	\$30,149	\$30,984	\$32,440	\$33,329
1	\$30,742	\$32,132	\$33,515	\$34,436
2	\$31,410	\$32,847	\$34,291	\$35,234
3	\$31,916	\$33,412	\$34,903	\$35,866
4	\$32,915	\$34,503	\$36,085	\$37,082
5	\$33,474	\$35,194	\$36,912	\$37,935
5A	\$34,069	\$35,864	\$37,661	\$38,708
6	\$34,191	\$35,995	\$37,807	\$38,854
6A	\$34,714	\$36,543	\$38,385	\$39,449
7	\$34,984	\$36,874	\$38,827	\$39,902
7A	\$34,994	\$36,882	\$38,827	\$39,902
7B	\$35,547	\$37,512	\$39,480	\$40,578
8	\$35,943	\$37,959	\$40,055	\$41,171
9	\$36,790	\$39,020	\$41,285	\$42,440
9A	\$37,917	\$40,209	\$42,506	\$43,699
10	\$38,168	\$40,645	\$43,124	\$44,335
10A	\$38,840	\$41,610	\$44,379	\$45,626
11	\$39,698	\$42,464	\$45,263	\$46,531
11A	\$41,544	\$44,310	\$47,182	\$48,512
12	\$41,691	\$44,837	\$48,096	\$49,455
12A	\$43,191	\$46,390	\$49,653	\$51,057
12B	\$43,918	\$47,150	\$50,410	\$51,835
13	\$44,064	\$47,604	\$51,167	\$52,617
14	\$45,368	\$48,939	\$52,509	\$53,997
14A	\$46,462	\$50,104	\$53,744	\$55,271
15	\$46,560	\$50,337	\$54,129	\$55,665
15A	\$47,184	\$51,051	\$54,930	\$56,493
15B	\$48,781	\$52,738	\$56,793	\$58,414
16	\$49,666	\$53,716	\$57,908	\$59,558
17	\$51,493	\$55,757	\$60,185	\$61,906
17A	\$51,902	\$56,340	\$60,920	\$62,662
18	\$53,086	\$57,791	\$62,572	\$64,363
19	\$55,275	\$60,172	\$65,064	\$66,926
19A	\$55,939	\$61,133	\$66,344	\$68,249
20	\$56,933	\$62,282	\$67,709	\$69,654
21	\$62,202	\$67,935	\$73,853	\$75,983
22	\$66,134	\$72,314	\$78,491	\$80,760
22A	\$67,452	\$73,871	\$80,285	\$82,609
23	\$70,299	\$76,707	\$83,129	\$85,535
24	\$74,529	\$81,139	\$87,746	\$90,293
24A	\$77,576	\$84,309	\$91,056	\$93,703
25	\$92,554	\$97,339	\$102,124	\$105,102

Increase =	PCTEA SALARY SCHEDULE			
2.75%		7/1/2020		
GRADE	STEP 1	STEP 2	STEP 3	STEP 4
A	\$30,978	\$31,836	\$33,332	\$34,246
1	\$31,587	\$33,016	\$34,437	\$35,383
2	\$32,274	\$33,750	\$35,234	\$36,203
3	\$32,794	\$34,331	\$35,863	\$36,852
4	\$33,820	\$35,452	\$37,077	\$38,102
5	\$34,395	\$36,162	\$37,927	\$38,978
5A	\$35,006	\$36,850	\$38,697	\$39,772
6	\$35,131	\$36,985	\$38,847	\$39,922
6A	\$35,669	\$37,548	\$39,441	\$40,534
7	\$35,946	\$37,888	\$39,895	\$40,999
7A	\$35,956	\$37,896	\$39,895	\$40,999
7B	\$36,525	\$38,544	\$40,566	\$41,694
8	\$36,931	\$39,003	\$41,157	\$42,303
9	\$37,802	\$40,093	\$42,420	\$43,607
9A	\$38,960	\$41,315	\$43,675	\$44,901
10	\$39,218	\$41,763	\$44,310	\$45,554
10A	\$39,908	\$42,754	\$45,599	\$46,881
11	\$40,790	\$43,632	\$46,508	\$47,811
11A	\$42,686	\$45,529	\$48,480	\$49,846
12	\$42,838	\$46,070	\$49,419	\$50,815
12A	\$44,379	\$47,666	\$51,018	\$52,461
12B	\$45,126	\$48,447	\$51,796	\$53,260
13	\$45,276	\$48,913	\$52,574	\$54,064
14	\$46,616	\$50,285	\$53,953	\$55,482
14A	\$47,740	\$51,482	\$55,222	\$56,791
15	\$47,840	\$51,721	\$55,618	\$57,196
15A	\$48,482	\$52,455	\$56,441	\$58,047
15B	\$50,122	\$54,188	\$58,355	\$60,020
16	\$51,032	\$55,193	\$59,500	\$61,196
17	\$52,909	\$57,290	\$61,840	\$63,608
17A	\$53,329	\$57,889	\$62,595	\$64,385
18	\$54,546	\$59,380	\$64,293	\$66,133
19	\$56,795	\$61,827	\$66,853	\$68,766
19A	\$57,477	\$62,814	\$68,168	\$70,126
20	\$58,499	\$63,995	\$69,571	\$71,569
21	\$63,913	\$69,803	\$75,884	\$78,073
22	\$67,953	\$74,303	\$80,650	\$82,981
22A	\$69,307	\$75,902	\$82,493	\$84,881
23	\$72,232	\$78,816	\$85,415	\$87,887
24	\$76,579	\$83,370	\$90,159	\$92,776
24A	\$79,709	\$86,627	\$93,560	\$96,280
25	\$95,099	\$100,016	\$104,932	\$107,992

Increase =	PCTEA SALARY SCHEDULE			
3.00%		7/1/2021		
GRADE	STEP 1	STEP 2	STEP 3	STEP 4
A	\$31,907	\$32,791	\$34,332	\$35,273
1	\$32,535	\$34,006	\$35,470	\$36,444
2	\$33,242	\$34,763	\$36,291	\$37,289
3	\$33,778	\$35,361	\$36,939	\$37,958
4	\$34,835	\$36,516	\$38,189	\$39,245
5	\$35,427	\$37,247	\$39,065	\$40,147
5A	\$36,056	\$37,956	\$39,858	\$40,965
6	\$36,185	\$38,095	\$40,012	\$41,120
6A	\$36,739	\$38,674	\$40,624	\$41,750
7	\$37,024	\$39,025	\$41,092	\$42,229
7A	\$37,035	\$39,033	\$41,092	\$42,229
7B	\$37,621	\$39,700	\$41,783	\$42,945
8	\$38,039	\$40,173	\$42,392	\$43,572
9	\$38,936	\$41,296	\$43,693	\$44,915
9A	\$40,129	\$42,554	\$44,985	\$46,248
10	\$40,395	\$43,016	\$45,639	\$46,921
10A	\$41,105	\$44,037	\$46,967	\$48,287
11	\$42,014	\$44,941	\$47,903	\$49,245
11A	\$43,967	\$46,895	\$49,934	\$51,341
12	\$44,123	\$47,452	\$50,902	\$52,339
12A	\$45,710	\$49,096	\$52,549	\$54,035
12B	\$46,480	\$49,900	\$53,350	\$54,858
13	\$46,634	\$50,380	\$54,151	\$55,686
14	\$48,014	\$51,794	\$55,572	\$57,146
14A	\$49,172	\$53,026	\$56,879	\$58,495
15	\$49,275	\$53,273	\$57,287	\$58,912
15A	\$49,936	\$54,029	\$58,134	\$59,788
15B	\$51,626	\$55,814	\$60,106	\$61,821
16	\$52,563	\$56,849	\$61,285	\$63,032
17	\$54,496	\$59,009	\$63,695	\$65,516
17A	\$54,929	\$59,626	\$64,473	\$66,317
18	\$56,182	\$61,161	\$66,222	\$68,117
19	\$58,499	\$63,682	\$68,859	\$70,829
19A	\$59,201	\$64,698	\$70,213	\$72,230
20	\$60,254	\$65,915	\$71,658	\$73,716
21	\$65,830	\$71,897	\$78,161	\$80,415
22	\$69,992	\$76,532	\$83,070	\$85,470
22A	\$71,386	\$78,179	\$84,968	\$87,427
23	\$74,399	\$81,180	\$87,977	\$90,524
24	\$78,876	\$85,871	\$92,864	\$95,559
24A	\$82,100	\$89,226	\$96,367	\$99,168
25	\$97,952	\$103,016	\$108,080	\$111,232