

Employee Group	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-2011
Portland Consumer Price Index	2.0%	2.5%	2.7%	3.4%	3.8%	0.7% first half year	NA	NA
<b>Superintendent and Senior Management Team</b>	3.5% COLA Flat salary Performance pay (final year)	3.0% COLA Flat salary	Pay freeze	4 days unpaid furlough (equals one-time pay cut of 1.5%)	One-time adjustment to market and internal benchmarks, variable by position. Created defined salary range and pay grade for Chiefs. No performance pay.	NO COLA ZERO STEP	NO COLA ZERO STEP	NO COLA ZERO STEP
<b>Other Directors</b>	3.5% COLA Flat salary Performance pay (final year)	3.0% COLA Flat salary	Pay freeze	2.5% COLA (1/1/07) 4 days unpaid furlough (equals one-time pay cut of 1.5%)	One-time adjustment to market and internal benchmarks, variable by position. Some frozen or reclassified. Created differentiated salary ranges and pay grades for department, program and school directors.	NO COLA ZERO STEP	NO COLA ZERO STEP	2.0% COLA ZERO STEP
<b>Building and Program Administrators</b>	3.0% COLA Step Increase	3.0% COLA No Step Increase	No COLA Step Increase	1 to 5% market-based increase (depending on position) No Step No performance pay	No COLA YES STEP Add step to schedule Adjustment for 230-day employees for loss of 2 flex days	No COLA YES STEP 227-day employees increased to 230 (1.3% pay increase)	NO COLA ZERO STEP	2.0% COLA ZERO STEP
<b>Other Non-Represented</b>	3.5% COLA 0-1 Step Increase Scale adjusted from 6 to 7 steps	3% COLA Step Increase	No COLA Step Increase	2.5% COLA (1/1/07) No Step Increase 4 days unpaid furlough (one-time 1.5% cut)	Adjustment to market (1 to 5% depending on position) and revised schedule to 6 grades and 8 steps. Some reclassifications and pay freezes.	2.5% COLA ZERO STEP	NO COLA ZERO STEP	2.0% COLA ZERO STEP
<b>PAT Teachers, counselors, school psychologists</b>	1.0% COLA Step Increase	3.0% COLA Step Increase Salary Schedule adjusted (bottom 2 steps deleted and \$1,000 added to top)	2.75% COLA Step Increase	2.5% COLA Step Increase	2.5% COLA YES STEP (3.4 to 5.6% for teachers not at top of scale)	2.0% COLA YES STEP	NO COLA YES STEP	2.0% COLA YES STEP
<b>PFTCE Secretaries, paraeducators, teacher's aides</b>	4.0% COLA Step Increase	4.0% COLA Step Increase	1.5% COLA	1.5% COLA	2.5% COLA	2.5% COLA YES STEP (2.5 to 5%) 1.5% longevity pay for those on top step for 3 years or more as of 7/1/08	NO COLA ZERO STEP	2.0% COLA YES STEP
<b>ATU Bus Drivers (ATU; prior to 2006-07 part of DCU)</b>	2.0% COLA Additional 2.0% COLA Step Increase	Pay freeze	4.0% COLA Step Increase	Pay freeze	2.5% COLA, \$625 stipend in March 2008, add two longevity steps to reward long-time employees.	2.5% COLA YES STEP	2.5% COLA YES STEP	2.0% COLA YES STEP
<b>SEIU Nutrition Services (SEIU)</b>	NO COLA	1.0% COLA 1/1/05 0.5% COLA 6/30/05 Longevity Pay	3.0% COLA Longevity Pay	3.0% COLA Longevity Pay	2.5% COLA (March 2008) Pay scale revised (elementary and middle school leads to one pay grade, longevity steps reduced from 6 to 4)	2.5% COLA	2.5% COLA	2.0% COLA
<b>SEIU Custodians (SEIU, rehired April 2007)</b>				6% COLA over 2002 rates	Wages frozen; new and promoted employees placed on 10-step market-rate wage scale and frozen there.	Wages frozen; new and promoted employees placed on wage scale and frozen there.	Wages frozen; new and promoted employees placed on wage scale and frozen there.	P/T 2.0% COLA ZERO STEP F/T ZERO COLA YES STEP
<b>DCU Maintenance workers, bus mechanics, warehousemen, truck drivers, television services staff</b>					\$1,000 one-time payment on 10/15/2007, additional one-time \$1,120 in first pay period of Jan. 2008	1% COLA (Jan. 2009)	2% COLA (Jan. 2010)	2.0% COLA

PPS Wage History