

## APPENDIX 2

### Physical Therapists and Occupational Therapists

#### 192-days

1. Initial Salary Placement: Physical Therapists (PT) or Occupational Therapists (OT) will be placed on the schedule according to the degree earned (BA/BS, MA/MS, or Doctorate) and experience according to the following schedule:

Step 1	< 1 year
Step 2	1 year
Step 3	2 years
Step 4	3 years
Step 5	4 years
Step 6	5 years
Step 7	6 years
Step 8	7 years
Step 9	8 years
Step 10	9 years
Step 11	10 years
Step 12	11 years
Step 13	12 years

2. Years of part-time experience will be counted as one-half a year under this Section. Part-time will be considered at least 20 hours per week (.5 FTE).
3. The workday for Physical Therapists and Occupational Therapists shall be eight (8) hours including a minimum of thirty (30) minute duty-free lunch. Physical Therapists and Occupational Therapists are salaried, exempt employees, the overtime provisions of Article 16 do not apply.
4. The District shall reimburse Physical Therapists and Occupational Therapists for tuition cost for up to six (6) non-cumulative hours in a 12-month period for which graduate credit is granted by a college or university. Reimbursement will be for actual cost of tuition but not to exceed the tuition rate for graduate courses at Portland State University. Evidence of a passing grade must be provided to the District in order to receive reimbursement. In the event that appropriate coursework is not available through a graduate/undergraduate program, these funds may be

utilized for tuition, registration, or enrollment fees for seminars, workshops, or other related professional conferences if approved by the supervisor. Except for tuition, the District shall make direct payment, if agreeable by the provider, following receipt of attendance confirmation.

5. Physical Therapists and Occupational Therapists shall be entitled to two (2) accumulative professional leave days per year, but the employee may not use more than four (4) such days per year. Such days may be used only for attendance at conferences, workshops, seminars, etc., which are directly related to the employee's assignment with the District. Such leave must be approved by the employee's supervisor.
6. A Professional improvement Fund as identified in Article 14 shall be available to Physical Therapists and Occupational Therapists for the purpose of attending conferences, seminars, and workshops related to the employee's work assignment. Tuition, registration or enrollment fees may be reimbursed as per paragraph 2 above. The group may submit its recommendations as to how the funds shall be distributed among the employees. Use of funds must have prior approval by the District.
7. Prior to the end of the school year, the District shall provide Physical Therapists and Occupational Therapists with the opportunity to consult with the administration regarding assignments for the subsequent year. Prior to a substantial modification of an assignment, i.e., relocation, the administration shall meet with the affected employee(s) to discuss the modification. In the case of involuntary transfer, absent specific program or skill requirements, the least senior employee shall be transferred. Upon request of an employee, the supervisor shall meet and consult regarding caseload and/or course load assignments.
8. Physical Therapists and Occupational Therapists who write IEPs shall be provided thirty-two (32) hours of released time, per year, for that purpose. An Occupational Therapist or Physical Therapist who attends an IEP meeting outside of their work day shall be paid at their hourly rate of pay for the duration of the meeting.
9. Early retirement incentive payments to teachers by the District shall also be provided to Physical Therapists and Occupational Therapists.
10. Individuals on the BA column who earn 60 additional job-related credits must submit official transcripts to HR for advancement to the MA salary column. For individuals with professional licenses, CEUs may be substituted for college credit at ten (10) clock hours of CEUs to one (1) quarter hour of college credit. Salary adjustments will be made effective the first day of the following pay period.

Individuals who earn their OTD or DPT, which is required for their positions, must submit official transcripts to HR for advancement to the DPT or OPT salary column. Salary adjustments will be made effective the first day of the following pay period.

## Physical Therapists and Occupational Therapists Salary Schedule

**Effective 7/1/2023**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>DPT/OTD</b>
1	\$58,806.00	\$70,128.00	\$73,635.00
2	\$60,808.00	\$72,516.00	\$76,143.00
3	\$62,877.00	\$75,181.00	\$78,730.00
4	\$65,013.00	\$77,528.00	\$81,407.00
5	\$67,223.00	\$80,167.00	\$84,174.00
6	\$69,507.00	\$82,890.00	\$87,034.00
7	\$72,566.00	\$86,538.00	\$90,864.00
8	\$75,760.00	\$90,347.00	\$94,863.00
9	\$79,094.00	\$94,322.00	\$99,037.00
10	\$82,576.00	\$98,472.00	\$103,394.00
11	\$86,209.00	\$102,805.00	\$107,944.00
12	\$90,003.00	\$107,328.00	\$112,693.00
13	\$93,965.00	\$112,052.00	\$117,652.00

**Effective 7/1/2024**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>DPT/OTD</b>
1	\$61,159.00	\$72,934.00	\$76,581.00
2	\$63,241.00	\$75,417.00	\$79,189.00
3	\$65,393.00	\$78,189.00	\$81,880.00
4	\$67,614.00	\$80,630.00	\$84,664.00
5	\$69,912.00	\$83,374.00	\$87,541.00
6	\$72,288.00	\$86,206.00	\$90,516.00
7	\$75,469.00	\$90,000.00	\$94,499.00
8	\$78,791.00	\$93,961.00	\$98,658.00
9	\$82,258.00	\$98,095.00	\$102,999.00
10	\$85,880.00	\$102,411.00	\$107,530.00
11	\$89,658.00	\$106,918.00	\$112,262.00
12	\$93,604.00	\$111,622.00	\$117,201.00
13	\$97,724.00	\$116,535.00	\$122,359.00

**Effective 7/1/2025**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>DPT/OTD</b>
1	\$62,994.00	\$75,123.00	\$78,879.00
2	\$65,139.00	\$77,680.00	\$81,565.00
3	\$67,355.00	\$80,535.00	\$84,337.00
4	\$69,643.00	\$83,049.00	\$87,204.00
5	\$72,010.00	\$85,876.00	\$90,168.00
6	\$74,457.00	\$88,793.00	\$93,232.00
7	\$77,734.00	\$92,700.00	\$97,334.00
8	\$81,155.00	\$96,780.00	\$101,618.00
9	\$84,726.00	\$101,038.00	\$106,089.00
10	\$88,457.00	\$105,484.00	\$110,756.00
11	\$92,348.00	\$110,126.00	\$115,630.00
12	\$96,413.00	\$114,971.00	\$120,718.00
13	\$100,656.00	\$120,032.00	\$126,030.00

Add \$2,000 for additional earned Doctorate(s), other than DPT or OTD, or Board Certification in field related to assignment.