

May 5, 2020

8.1.1 Overloads (Effective starting with the 2018-19 school year)¹

8.1.1.1 Student loads will be calculated ~~on the third Monday in October and the third Monday in February.~~ **each month on the first day of each pay period.** If a professional educator’s load exceeds the limits in 8.3.3.1, the District will implement one of these two options:

- a. ~~Within **one week** two weeks,~~ move students to meet the limit.
- b. Within **one week** two weeks provide .5 FTE educational assistant for an elementary general education classroom, or a paraeducator for a special education classroom. Except as provided in 8.3.2.2, the professional educator may decline the assistant or paraeducator and select the stipend, or
- c. Pay any professional educator over a threshold a **monthly** stipend equal to ~~1.5% of the base BA+0 salary per semester;~~ **one tenth (0.1) of the percentage noted in the table in 8.3.3.1 of the BA+0 salary** the amounts called for in 8.3.3., except for the two exceptions noted in the table in 8.3.3.1; except for the two exceptions noted in the table in 8.3.3.1

8.3.2.3 **Stipends shall be included in each of the educator’s monthly paychecks, and each monthly payment shall be indicated in the payroll advice accompanying the paycheck.** The stipend will be paid as part of the next payroll period.

8.3.3 Overload Pay Threshold and Percentage Charts

8.3.3.1 ~~Effective July 1, 2018,~~ **The** following teaching/caseload thresholds shall be established with the expectation of providing overload pay to individual professional educators if the District chooses to exceed these thresholds.

8.3.3.1.1 Elementary (PK-5)

Position	Teaching Load Threshold for Overload Pay	% of Base Salary increased per Student over the Thresholds
K	24	3% (1.5% each semester)
1-3	26	3% (1.5% each semester)
4-5 (and self-contained 6 th grade)	28	3% (1.5% each semester)
Elementary Specialists including librarians/media specialists	Determined by average overload of the building beginning with the average of 1.0 overage. The average will be rounded to the closest whole number thereafter.	3% (1.5% each semester)

8.3.3.1.2 Middle School / High School Grades (6-12)

Position	Teaching Load Threshold for Overload Pay	% of Base Salary increased per Student over the Threshold
MS Teachers	150	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
MS Performance Class Teachers	220	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
HS Teachers	160	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
HS Performance Class Teachers	225	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)

8.3.3.1.3 Overload Pay for Special Education Teachers and Specialists

Position	Teaching Load / Caseload Threshold for Overload Pay	% of Base Salary increased per Student over the Threshold
Special Education Teachers Special Schools Program (Pioneer)	10 students	Increase salary by 5% (2.5% each semester) per student over the Threshold
Special Education Teachers Self Contained-Focus Classrooms	13 students	Increase salary by 5% (2.5% each semester) per student over the Threshold
Special Ed. Teachers (Learning Center HS)	32 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (Learning Center MS)	31 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (Learning Center PK-5)	30 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Speech and Language Pathologists	50 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Elementary Counselors	1 to 525 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)
Middle School Counselors	1 to 475 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)
High School Counselors	1 to 400 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)
Middle School Teacher Librarians/Media Specialists	1 to 850 students with credit of 375 students for full-time library assistant.	Increase salary by 3% (1.5% per semester) per 100 students over the Threshold (triggered by first student over)

High School Teacher Librarians/Media Specialists	1 to 1100 students with credit of 425 students per full-time library assistant and/or 325 students per fulltime book clerk.	Increase salary by 3% (1.5% per semester) per 100 students over the Threshold (triggered by first student over)
School Psychologists	1 to 135 special education students	Increase salary by 3% (1.5% each semester) per five (5) Students over Threshold (triggered by first student over)
<u>ESL/ELL</u>	45	<u>Increase by 3% triggered by the first student. Newcomers and Students with Interrupted Formal Education shall be counted as 1.5 students</u>

12.1 Salary Schedules

12.1.1 Index. The salary schedule indices are set forth in Appendix A-1.

12.1.2 Appendix A-2 sets forth the basic annual salaries for the period July 1, **2020**, ~~2019~~, through June 30, **2022** ~~2020~~. The ~~2019-20~~ salary schedules shall be increased by 3% **3.5% in 2020-21, and 3.5% in 2021-2022.**

15.1 Early Retirement Incentives

15.1.1 Insurance

15.1.1.1 The District shall contribute to the School District No. 1 Health and Welfare Trust **up to five years (depending on Medicare eligibility)** of the cost of medical/hospitalization plan for professional educators who:

- a. elect early retirement and are eligible to retire under the Public Employees Retirement System (PERS);
- b. have completed at least fifteen (15) years of service with the District ~~by September 30, 2020~~;
- c. are at least sixty (60) years of age, but are not yet eligible for Medicare; and
- d. are eligible under such plan then offered by the Trust.

15.1.2 Stipend

- 15.1.2.1 The District shall provide an early retirement incentive of four hundred twenty-five dollars (\$425) per month to professional educators of half-time or more who elect early retirement.
- 15.1.2.2 To qualify, professional educators must meet the following criteria:
- a. They must be eligible to retire under the Oregon Public Employees Retirement System; and
 - b. They must have accumulated fifteen (15) years of service with the District by ~~September 30, 2020~~.

PAT Bargaining Proposals to Attract, Support, and Retain Educators of Color

1. **In addition to the Professional Educator Mentor Program described in Article 21 of this Agreement, upon request, newly hired educators of color shall be provided with EOC-Peer Support for up to three years. EOC-Peer Support providers shall be volunteers and be compensated at 5% percent of base salary, for each colleague they support, for the duration of their probationary period. Any educator of color hired in the three years prior to the effective date of this agreement shall also be eligible for EOC-Peer Support under this provision. The District shall train EOC-Peer Support providers to ensure that the support given to newly hired educators is uniformly offered across the district.**
2. **In consultation with PAT, the District shall provide each professional educator professional development on implicit-bias, anti-racism, and culturally responsive practices. These trainings will be provided to all professional educators within the workday and standard work year. PPS will work with the PAT to determine who or what organization will develop the trainings for the District.**
3. **Educators who lead student affinity groups before school, during student-lunch times, or after school shall be provided a release period or Extended Responsibility compensation at 5% of base salary. Whenever possible, affinity group providers should mirror the affinity population of students. For groups that meet more than once per week, the Extended Responsibility shall be 10% of base salary. Every high school and middle school shall have at least 4 compensated affinity group positions allocated and elementary schools shall have at least 2 positions allocated with funding dedicated for this express purpose. Affinity group leaders shall be volunteers and must be approved by building administration. Educators of color who are currently leading affinity groups shall have priority when determining paid affinity group leader positions.**
4. **Professional educators who teach in a DLI program or any professional educator who is regularly asked to use bilingualism in the performance of their regular job duties as an educator shall receive an annual stipend of \$3,000. Educators who are asked to perform additional duties to assist with building translation needs shall do so on a voluntary basis and be compensated at the educator's per-diem hourly rate. The Association and the District shall jointly review the current assessment of multilingual skills to ensure that it accurately assesses educator skills.**

5. **The District shall provide professional educators with student-facing materials in the language of instruction for all subjects educators are required to teach students. District generated family communication shall be provided in the target language. Whenever possible, the District shall provide teacher guides in the language of instruction. DLI educators shall be involved in the curriculum adoption process and approval of translated material.**

6. **In collaboration with PAT, the District shall create and promote an Educators of Color career plan in middle and high schools. The plan will support interested PPS students of color in becoming Portland Public School educators, including Social Workers, School Psychologists, and other non-TSPC recognized positions. Students who enroll in the program, successfully obtain licensure, and secure employment in a PPS school shall be provided with student loan forgiveness in the amount of up to \$10,000 for each year they remain employed within PPS for a period of five years. The amount the educators shall receive will be based on the actual student loans that the educator must make. No educator shall receive more per year in student loan forgiveness payments than the actual cost of their loans. Loan forgiveness payments shall be made within 30 days of the last scheduled workday in a school year.**

M.7.1 Stabilization of schools with High Turnover

The District and Association shall jointly identify schools with ~~high~~ **high turnover of more than fifteen percent in a year**, to research the causes and possible solutions to of the ~~high~~ **high turnover**. When such schools are identified, the District and Association shall jointly conduct listening sessions with educators who left the building for other assignments, and educators who remain in the building. The listening sessions shall provide opportunities to provide anonymous feedback from educators. At a minimum, educators who remain in the building shall be provided with additional planning time, additional professional development, and a reduction in student loads of no less than ten percent of the previous year. ~~The intent of this effort shall be to jointly develop and present actions to reduce turnover in the identified schools to the Board of Education prior to the adoption of the budget.~~ **The District and Association will review the attempts to reverse the high turnover, and if those attempts were not successful, provide mutually agreed upon additional assistance to the educators in the school.**