



**PAT/PPS**

**Tentative Agreement:  
Return to In-Person  
Instruction**



# PAT Bargaining Team's Priorities

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- ❑ Bargaining since summer around safety and working conditions during the pandemic
- ❑ Governor Brown ordered all schools to open for hybrid (March 29th for K-5, April 19th for 6-8)
- ❑ Prioritizing safety, equity, and stability for students and educators

# Ratification Process



- Monday, 12:30 am: Bargaining Team reached Tentative Agreement
- Monday, 4:00 pm: PAT Executive Board reviewed TA. Voted Unanimously for a DO PASS Recommendation to Membership
- Tuesday, 4:30 pm: PAT All Member Meeting to Review TA**
- Tuesday, 4:15 pm: Ratification vote begins. Electronic Ballots emailed to all PAT Members
- Thursday, 4:00 pm: Electronic Balloting closes. Nominations and Elections reports results.
- Thursday, 6:00 pm: PPS School Board meets to vote to ratify TA.

# Materials Available to You



- Text of Tentative Agreement
- Side by side (text with explanation)
- Frequently Asked Questions
- Slides
- Ballot

# Overview:

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- Transition to Hybrid
- Safety
- Workload
- Instruction
- Work Accommodations

# Transition to Hybrid

- Planning and PD days
- Start date for hybrid instruction



# Professional Development and Room Preparation and Start Dates for Hybrid (Preamble)

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## Elementary Schools

### PK-1

- ◇ **5 days for PD and Room Prep:** March 19, 29, 30, 31, April 1 (½ day plan), April 2 (½ day plan)
- ◇ **Hybrid start Date:** April 1 (½ day with kids, ½ day plan), April 2 (½ day with kids, ½ day plan)

### 2-5:

- ◇ **5 days for PD and Room Prep:** March 29, 30, 31, April 1, 2
- ◇ **Hybrid Start Date:** April 5

## Professional Development & Room Preparation Start Dates for Hybrid (Preamble)

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### Middle School and High School:

- PD and Room Prep: April 14, 15, 16
- Hybrid start date April 19



## Professional Development/Training

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- ❑ On the preservice days, a total of 5.5 hours shall be reserved for District-directed activities. [Section III.b](#)

# Safety

- Vaccines
- Personal Protective Equipment
- Social Distancing and Space
- Cleaning protocols
- Ventilation
- Rapid On-site Covid Testing
- Family Communication- Safety
- Safety committees

# Vaccines

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- All professional educators who are medically able to be vaccinated, and willing to be vaccinated, have been offered the full course of vaccinations, and enough time has passed for the vaccination to be fully effective for the individual educator before requiring them to work onsite. The parties agree that the vaccine rollout in the tri-county area in four successive waves meets this requirement. [Section I.c.](#)

# Personal Protective Equipment (PPE)

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- ❑ Access to KN95 masks and other protective equipment including gloves, face shields and protective garments for educators working with students who are unable to wear masks for prolonged periods of time. [Section II.j.](#)
- ❑ Educators who work in focus classrooms will be provided with these items without having to request the items. [Section II.j.](#)

# Social Distancing and Space

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- ❑ Each educational space will be evaluated and capacity posted to ensure the maintenance of at **least six feet of space between persons** in rooms, including space for educator and student movement. [Section I.e.](#)
- ❑ No professional educator will be required to work in a room that cannot accommodate the number of students with distance protocols. [Section II.j.](#)

# Cleaning Protocols

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- ◇ PAT will be provided with the procedure that will be used to ensure that buildings do not run out of needed cleaning supplies. [Section II.h.](#)
  - ◇ The District shall provide properly working handwashing stations or adequate hand sanitizer for the classroom each week. The District shall also supply sanitizing wipes or spray for each work setting. [Section II.i.](#)
- \* [The district had agreed to hire more custodians.](#)

# Ventilation



## ◇ The District shall: [Section II.I.](#)

- ▶ Follow current guidance for ventilation and air quality set forth by the CDC and ODE.
- ▶ Follow CDC/ASHRAE guidelines for HVAC operation, including the maintenance of regular filter changeout schedules and periodic filter inspections.
- ▶ The District has ordered a sufficient number of HEPA Air Purifiers to supply one in all rooms/spaces where students are designated to meet with professional educators... Professional educators may work remotely if air purifiers that the district is purchasing or an alternate work space cannot be provided.
- ▶ Adjust building HVAC outside air dampers such that the damper setting allows for the maximum air exchanges possible.
- ▶ Start HVAC systems two hours prior to buildings being occupied to bring fresh outside air into the building and operate HVAC systems continuously while the buildings are occupied and for two hours after occupation.
- ▶ For professional educators whose assignment requires them to be in a facility not operated by PPS, professional educators may work remotely if air purifiers that the district is purchasing or an alternative work space cannot be provided.

# Rapid Covid-19 Testing



- ◇ There shall be rapid COVID-19 testing in accordance with “COVID-19 Testing In Oregon’s K-12 Schools” for all symptomatic staff and students as defined in that resource with their consent. [Section II.g.](#)



# Temperature Checks



- ◇ All symptomatic students will have their temperature checked as part of the entry protocol. [Section II.b.](#)
- ◇ Students or adults exhibiting signs of illness shall be isolated until they can return home. [Section II.b.](#)

# Family Communication- Safety



The District shall produce a guide based on ODE/CDC guidance for families which explains any risk to students, to families, and to the community that results from students returning to hybrid/in-person education. The document shall be in all supported languages, and translation services will produce copies for families who do not speak one of the district-supported languages. The Association shall be provided a copy of the document at least two (2) days prior to its public distribution. [Section II.d.](#)

# Safety Committees



- ◇ The District will continue to have a Safety Committee at each school. The Safety Committee must include one to two PAT members selected by the Association members in the building. [Section I.f.](#)
- ◇ By March 19, 2021, the Safety Committees at K-5/K-8 buildings shall tour the building to ensure that all of the provisions pertaining to health and safety in this agreement are in place. MS/HS Safety Committees will complete their tours prior to student occupation of the space. Building Safety Committees will follow a jointly produced safety checklist. [Section I.f.](#)

# Workload

- Educator-directed time
  - (see schedules)
- No Simulcast
- Elementary Schedule
- Middle School Schedule
- High School Schedule
- K-8 Schedule



# Educator Directed Time



## **Educator-Directly time** [Section III.a](#)

Elementary – 810 minutes per week

Middle School – 905 minutes per week

High Schools – 900 minutes per week

# No Simulcast



- No educator shall be required to offer both distance learning and in-person instruction simultaneously.  
[Section I.k.](#)

# Elementary Schedule

## K-5 Teacher Hybrid Schedule Example

### Monday, Tuesday, Thursday, Friday

7:45-8:00 a.m.	Students entering building
8:00-8:15 a.m.	Social Emotional Learning, AM Group
8:15-9:15 a.m.	Math, AM Group
9:15-10:15 a.m.	Literacy, AM Group
10:15-10:30 a.m.	Supervise students getting Grab & Go Lunch, AM Group
10:30 - 12:15 p.m.	Educator Directed Time and a 30 min duty free lunch
12:15- 12:30 p.m.	Social Emotional Learning, PM Group
12:30-1:30 p.m.	Math, PM Group
1:30-2:30 p.m.	Literacy, PM Group
2:30-2:45 p.m.	Supervise students getting Grab & Go Lunch, PM Group
2:45 -3:30 p.m.	Educator Directed Time (M,Th,F) 2:45-3:15 Staff Meeting (T)

### Wednesdays

7:45-8:00 a.m.	Educator Directed Time
8:00-8:45 a.m.	Whole Group
8:45-10:00 a.m.	Educator Directed Time
10:00-10:45 a.m.	PLC Time
10:45-11:30 a.m.	Educator Directed Time
11:30-12:00 p.m.	Duty Free Lunch
12:00-3:30 p.m.	Educator Directed Time

### Educator Directed Time

M,Th,F	120 X 3 = 360
Tuesday	105
Wednesday	345
<b>TOTAL</b>	<b>810 minutes</b>

# Middle School Schedule

## Middle School: Synchronous in AM, Hybrid PM

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:30-9:30	Teacher Plan (60 mins)	Teacher Plan (60 mins)	Teacher Plan (60 mins)	Teacher Plan (60 mins)	Teacher Plan (60 mins)
9:30	Start of Day		Asynch Learning Time (Small Group & Office Hours)	Start of Day	
9:30 - 12:15 Distance	Per. 1-3 Prep - 45 mins (20 mins passing)	Per. 4-6 (20 mins passing)		Per 1-3 Prep - 45 mins (20 mins passing)	Per. 4-6 (20 mins passing)
12:15 - 1:30	Lunch 12:15 - 12:45, PLC from 12:45 - 1:30 PM (Wed); 180 minutes Prep (M,T, Th,F)				
1:30 - 4:00 In Person	Periods 1-3 In Person Prep - 45 mins	Periods 4-6 In Person	Advisory/7 Teacher Plan (105 mins)	Periods 1-3 In Person Prep 45 mins	Periods 4-6 In Person
	End of Day (Prep: 60 mins) **TOTAL: 905 mins				



TOGETHER  
WE WILL



# High School Schedule

## 4 x 4 : Synchronous in AM, Hybrid PM (1st period prep)

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:15	Prep (60 mins)	Prep (60 mins)	Prep (60 mins)	Prep (60 mins)	PLC
9:15 -9:30	Start of Day (30 mins)		Asynch Learning Time	Start of Day (30 mins)	
9:30 - 10:45 Synchronous	Period 1 Prep - 75 mins	Period 3		Period 1 Prep - 75 mins	Period 3
10:55- 12:10 Synchronous	Period 2 Pass - 10 min	Period 4 Pass - 10 min		Period 2 Pass - 10 min	Period 4 Pass - 10 min
12:10 - 1:05	Lunch 12:10 - 12:40, Teacher Plan from 12:40 - 1:05 PM (125 mins)				
1:05 - 2:20	Per. 3 In person and async	Per 1 In Person and async Prep - 75 mins	Office Hrs	Per. 3 In person and async	Per 1 In Person and async Prep - 75 mins
2:30 - 3:45	Per.4 In Person and async	Per 2 In Person and async	Prep - 75 mins	Per.4 In Person and async	Per 2 In Person and async
3:45-4:00	End of Day -- 60 mins **TOTAL 900 mins**				

# K-8 Schedule



In K-8 buildings:

- The elementary students will follow the K-5 Elementary schedule.
- The 6-8 students will follow the Middle school schedule.

# Instruction

- Academic Flexibility
- Materials for Instruction
- Standardized Testing



# Academic Flexibility

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- ❑ In consultation with their building administration, professional educators, either individually or as groups, shall be afforded the flexibility to make decisions regarding the content, order and presentation of instruction within the established guidelines of the District instructional model. [Section I.I.](#)

# Materials for Instruction



- ❑ The District shall provide professional educators with all materials necessary to instruct students either in CDL or in in-person settings. Students who remain in CDL shall be provided the equivalent materials as students who elect in-person instruction. **Section III.c.**

**\*Our CBA language still applies that requires materials to be provided IN THE LANGUAGE OF INSTRUCTION (CBA 8.12)**

**\*#9 and #10 from October 16, 2020 CDL Agreement for DLI still apply**

# Standardized Testing



- ❑ In order to maximize student learning and social/emotional opportunities, the District will eliminate standardized testing that is not required by Oregon or federal requirements. [Section III.e.](#)

# Work Accommodations

- Remote accommodations
- Qualifying Childcare
- Remote work when not delivering in-person services
- Leave options



# Remote Accommodations



- ❑ The district will ask educators their preference for Hybrid instructional model(s) and for continued CDL instruction prior to making any return to in-person instruction assignments. [Section I.g.](#)
- ❑ Professional educators who cannot receive vaccinations due to verifiable medical conditions, who live with at-risk family members who have not been vaccinated, or who cannot receive the vaccination due to bona fide religious reasons, may request reassignment to an appropriate distance learning position for the duration of the 2020-21 school year if available. **The District will make every reasonable effort to effect the availability of the positions.** [Section I.h.](#)
- ❑ Principals will consult with teachers about how students are cohorted and how classes are configured. Principals will consider educators' preferences for assignment, subject to the staffing needs of the district. [Section I.i.](#)



# Qualifying Childcare



- ❑ Educators shall receive assistance from the District through the opportunity to apply for up to three-hundred dollars (\$300) a month per child to offset the cost of qualifying childcare. [Section I.i.](#)

# Requirement to work in building

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- ❑ **Educators may work remotely when they are not providing direct in-person instruction** so long as they are adequately performing all expectations including attending scheduled meetings, PLCs, student/family engagement, and collaboration with co-workers.
- ❑ All meetings will be offered virtually, unless in-person attendance is necessary due to the nature of the meetings/trainings. [Section III.d.](#)

# Leave Options

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- Members denied accommodation may apply for and be granted an unpaid leave for the school year
- Professional educators shall have access to all leaves listed in the CBA during the time of Hybrid instruction. [Section I.j.](#)

# Miscellaneous

- Health Metrics
- Additional Guidance: DLI, SpEd, Student Support Services
- Duties



# Health Metrics



- ❑ **Local School outbreaks** could lead to individual cohorts or school moving to CDL.
- ❑ There is a protocol for educators, without loss of pay, to self-isolate as a way to respond to local school-based outbreaks. Educators isolating in such circumstances will continue providing comprehensive distance learning unless symptoms prevent them from working. [Section I.d.](#)

# Additional Guidance



- The District will produce guidances for DLI, SPED, and Student Support Services instructors in collaboration with the Association based on the discussions in the SPED and DLI small group sessions. [Section III.f](#)

# Duties



- **Existing CBA language:** Good faith consideration of fairness and balance will be made in assigning such duties to professional educators. **SLPs, School Psychologists, Counselors, QMHPs and other specialists shall not be assigned more duty time than what is generally assigned to other professional educators.** [CBA 8.5](#)

# Ratification Process

- DO Pass Recommendation from PAT Executive Board
- The Result of a yes vote
- The Result of a no vote





# DO PASS Recommendation



On Monday evening, following a presentation of the Tentative Agreement, **the PAT Executive Board voted unanimously to make a DO PASS Recommendation** to the PAT Membership to ratify this agreement.

# The Result of a Yes Vote



- The tentative agreement, including protections around safety, workloads, alternative assignments, goes to the School Board for ratification and then goes into effect
- This agreement gives us legally binding safety conditions that we can enforce.

# The Result of a No Vote



- We would go back to the table, and in the meantime the district would impose terms.
- Under the Governor's order, PPS could require members to work in in-person and hybrid conditions without any of the protections around safety, workloads, alternative assignments that we have in the TA.