

Summary of Tentative Snow Day Agreement

Background

- The District was closed for nine student days and one planning day.
- PAT members were compensated for all of these days. This was not true for other employee groups within PPS.
- Some PAT members had leaves (e.g. sick, personal, bereavement) deducted for the snow days.
- Members were required to do the work for grading/planning even though the January planning day was on a snow day.
- The District published a calendar last spring that included three student snow make up days on June 12th, 13th and 14th. The published calendar also states that the educator planning days would “move over accordingly”.
- The Board of Education already voted to add three snow make up days for students on June 12th, 13th and 14th. They also voted to cancel all remaining late start and early dismissals
- PAT is currently bargaining with the District over this issue.
- State law changed in 2016-17 no longer allowing up to 16 hours of inclement weather to be counted towards state minimums for instructional time.
- PPS is generally meeting the state required minimums even after the nine snow days. This may not be true for seniors and for one or two schools.

Key PAT Interests

- Not requiring members to work at times not originally on the District calendar. This may require members to incur financial losses for booked travel or to incur difficulties with child care.
- Knowing when you are not contracted to work.
- Fair compensation for time worked and time reserved to work.

Summary of Agreement

- Five student instruction days will be added to the calendar. The planning day on April 7th will be converted to a student instruction day. Four student instruction days will be added to the end of the school year on June 12th, 13th, 14th, and 15th.
- Two staff meetings (the week of April 3rd and April 10th) will be cancelled to restore four hours of planning lost on April 7th.
- The end of the year planning days will be moved to Friday June 16th and Monday June 19th. Attendance on June 19th will not be required as long as grading and end of the year requirements are met.

- Generally, grades would not be required for third quarter. Final grades would not be due until June 19th.
- No additional time would be added outside of the calendar originally published. (Originally we were discussing a variety of options including Saturdays, extending the work day, President's Day and spring break).
- Members would be compensated for the 10 snow days. No leaves would be deducted for these days. Newly hired members who were not already compensated for the snow days would be paid for each day worked including the added days in June.
- Early release and late starts will be cancelled for the remainder of the year. In general, no other changes will be made to the school day. (Originally we were discussing adding instructional time, eliminating tutor time at the high schools or requiring it for all students.)
- There is special language for Roosevelt HS around instructional days and moving.

Ratification Process

- Members will be sent the agreement and asked to vote starting on Friday, February 24th.
- Voting will end on Tuesday, February 28th at noon.
- The Board of Education is scheduled to ratify on February 28th.

Implications of a "Yes" Vote

- The agreement is not precedential for future years.
- Leaves deducted during the snow days would be restored.
- Members would not be required to be at work after June 16th.
- Five student instructional days would be added to the calendar.
- The agreement could be communicated to families ASAP.
- Future disagreements/grievances over this year's calendar would be avoided.

Implications of a "No" Vote

- It would be unknown what the Board/District would do unilaterally around school calendar.
- The April 7th planning day would be restored, but the work year may be extended into the week of June 19th.
- We most likely would need to file a grievance and arbitrate the District's unilateral decision to add three make up days. (No decision would be possible before June 19th.)
- The District most likely would not restore leaves deducted during the snow days.
- This may negatively impact bargaining over this issue in the future.