

SNOW DAYS FAQ



PAT members and the PPS Board have both voted to ratify an MOU regarding this year's calendar and instructional time which were both impacted by a record-breaking nine snow days.

There are lots of questions about the ramifications of the agreement. Here are some common questions and our best answers:



Q: Was I paid for the snow days?

A: Yes. PAT members did not lose pay for any of the days schools were closed.

Q: If I used leave on a day that school was cancelled, is that time still counted as leave?

A: No. Your leave should be restored for any day that the district cancelled school. The District originally tried to count sick leave, PD leave, family leave, etc. for snow days, and your bargaining team fought to change that decision. Hours should be credited back to your account by the March 31st paycheck. People who were on long-term unpaid leaves do not get paid for the snow days. However if they work the extra days, they will get paid for them.

Q: Will April 7th be a planning day or an instructional day?

A: April 7th will be an instructional day. The District's position was that restoring instructional time was more important than issuing grades.

Q: What about Quarter 3 Report Cards?

A: The MOU is clear that there will be **NO report cards for Quarter 3**, except in certain cases where grades are needed, such as for seniors who need to submit grades to colleges. As is the practice for midterms, teachers should communicate with parents about any student in danger of failing, or for whom there is a significant change in achievement or behavior.

This was always part of the agreement. The District has acknowledged mishandling this by not communicating this part of the agreement to parents right away.

Q: What about time in my classroom to plan and prepare?

A: In order to partially make up for the loss of planning time on April 7th, administrators are directed to cancel two staff meetings, April 3rd and 10th. This is in addition to the four staff meeting times that should be used to allow time to score work samples.

Q: Should Quarter 4 Grades be cumulative for Quarters 3 and 4?

A: Yes, probably. By removing the planning day, we are essentially treating the second semester as one grade period.

Q: Do I still need to do work samples?

A: There is no change in requirements around work samples. Per our standing agreement, educators get the equivalent of eight hours (four staff meetings) to score and enter work samples.

Q: Can I choose to do Quarter 3 Report Cards?

A: This sets a bad precedent. We did not take lightly the agreement to give up a planning day; that is why we insisted on having no report cards AND two cancelled staff meetings in exchange. Our message to the District is that planning days are essential for educators to do our best work.

If teachers elect to do report cards anyway, it may send the message that planning days are not essential. Further, if some teachers do report cards and other don't, it can create confusion and conflict between parents and teachers.

We have heard that some principals have told teachers that they should do Quarter 3 report cards if they care about students. This is inappropriate, and contradicts the district's decision to value instructional time over grades.

Q: What if I teach quarter-long electives?

A: Consider those classes in the category of "students who otherwise require a grade" and issue grades. If the majority of your work load is students in quarter classes that need to be issued grades, consider asking your principal for a release day to complete grades.

Q: I'm a Special Education teacher and my students' IEPs require quarterly progress monitoring. Do I get time to complete these?

A: Yes. Special Education teachers can use up to eight hours of release time (meaning, you get a sub) to complete IEPs and progress monitoring, or can request up to eight hours of additional hourly pay.

Also, we clarified through the SpEd department that not all progress reports are required four times a year; they are required as frequently as other students receive report cards unless there is a specific requirement listed on the IEP.

Q: Will April 7th be an A day or a B day at high schools?

A: It will be an eight-period skinny day, so that the calendar for the rest of the year isn't thrown off.

Q: Do I need to come to work Monday, June 19th?

A: June 19th is a paid planning day. In order to accommodate educators who may have already made plans for June 19th, your presence in your school will be optional that day. Educators still need to complete all regular check-out tasks, but have the flexibility to complete their work before June 19th if they need to.

Q: What if I'm a 202-day employee?

A: Employees who work a longer year, like counselors and media specialists, typically work ten extra days before and/or after the school year. The extra days for this year can begin after June 19th, which is now the last day in the 192-day work year.