

PAT PPS Negotiations

Comparisons of Key Proposals

This comparison highlights key proposals in bargaining and does not identify all issues that are on the table. When the District has made “supposals”, they are not included here because the District’s position is that its official proposal is the record of its current position.

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| Article 1.G Savings Clause | PPS Proposal: Current contract language allows any contract language deemed illegal to be deleted from the contract. PPS proposes to include “inability of the employer or of the employees to perform to the terms of the Agreement” | PAT Proposal: Minor change of current language |
| Significance to You | The District could argue that contract language could be removed if PPS contends there is not the ability to pay: for example, class sizes or caseload. However, this would not be limited to workload provisions. | |

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| Article 5: Work Year | PPS Proposal: Delete: “The district may . . . extend the standard work year by up to two days. . . provided that extended days would have to be cut prior to reduction in staffing levels.” | PAT Position: Restore positions before extending the year. The two days would fund about 23 positions. PAT members want a better year over a longer year. Add the two days IF more funding comes from the state. |
| Significance to You | Although the 192-day calendar pays educators more, the downside is increased workload and a greater reduction in staff. | |

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| Article 5: Professional Development and Meeting Time | PPS Position: No change | PAT Proposal: Shorten the length of weekly staff meeting; slightly lengthen the day to increase daily planning time, student learning time, and passing time; add meaningful professional development days; replace late starts/ early releases with 2 full-day PD days. |
| Significance to You | For all levels the workday would be lengthened 15 minutes, BUT weekly staff meetings would be reduced by one hour. For ES staff there would be 40 more minutes of weekly planning time. HS would be able to add needed passing time without reducing instructional hours. The increase in instructional minutes could allow for 2 meaningful PD days; late starts/early release could be replaced by 2 more meaningful PD days. | |

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| Article 5: Snow Days | PPS Proposal: “ . . . all snow days will be restored at the end of the year and worked without additional compensation.” | PAT Proposal: A compromise position – PPS may designate up to three snow make-up days. PPS may also convert PD days (not planning days) to snow-day make-up. |
| Significance to You | PPS plan would make it impossible to plan summer schedules: Unlimited make-up days could result in PAT members canceling summer education, family vacations, and medical procedures. | |

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| Article 5: SpEd Case Management | PPS Proposal: Current contract (but increased workload due to staff cuts) | PAT Proposal: Multiple proposals including case-load limits, more case-management time, and restoring practice of pay for IEP meetings held during planning time after school. |
| Significance to You | An Injury to One is an Injury to All: Our special education members often have caseloads and Federal IEP requirements that are impossible to meet with the minutes available. These proposals begin to rectify these conditions | |

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| Article 5 – Elementary Planning Time | PPS Proposal: Current Contract even with an increase in class size | PAT Proposal: Increase ES planning time from 260 to 300 min/per/week, at no additional cost to the district. |
| Significance to You | PPS lags behind all other metro districts in ES planning time. | |

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| Article 5 – Translation Services | PPS Proposal: Current Contract | PAT Proposal: Adds language that requires the district to pay educators for translating curriculum materials if the district does not provide instructional materials in the language of instruction. |
| Significance to You | An Injury to One is an Injury to All: Up until now, the translations have been done without pay – this is unjust and must stop. | |

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| Article 5 – Workload | PPS Proposal: Delete CBA language that states: workload... shall be generally comparable to... the 2010/2011 school year. | PAT Proposal: Maintain Contract. |
| Significance to You | Three years ago PAT was within an hour of strike over this. This is the language that was the basis of the HS “6 of 8” arbitration win. | |

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| Appendix F – MOA on Workload | PPS Proposal: Delete entire MOA | PAT Proposal: Compromise that would modify the language to reset the HS numbers. |
| Significance to You | The district’s proposal would allow them to totally disregard the 6 of 8 arbitration and increase average student loads. The District just disproportionately reduced positions at the high schools, against our agreement. A compromise would change the average student load BUT it would allow PPS to add positions in other areas. | |

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| Article 5 – Class size and Caseload | PPS Proposal: Get rid of current workload language and Appendix F; for HS and MS student-load limits of 180; minimize the number of lower grade classes in excess of 30 (excluding electives on all levels) | PAT Proposal: Class size/Caseload/Student-load for all grade levels, including self-contained, SLP and school psychs, SpEd, counselors and media specialists. Includes pay for exceeding caps. |
| Significance to You | PPS moves in the right direction but fails in many ways. HS workload could still be up to 180 students, and now MS principals may feel encouraged to staff to maximum loads. Does nothing significant for ES or other PAT members. | |

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| Article 5 – Number of Distinct Courses to Prepare | PPS Proposal: Current contract. No language that deals with number of preparations for secondary teachers. | PAT Proposal: New language limits the number of distinct courses to prepare for departmentalized 6-12 teachers to three per grading period. There is an exception to volunteer to do four. |
| Significance to You | With projected cuts at the secondary level (especially at the high schools), the secondary teachers who remain are being required to teach not only more students, but also more distinct preparations. Sometimes classes are being combined in the same period (e.g. Chinese 3 and 4) to further add to the workload. If the District is successful in eliminating the general workload contract language, there would be no protection against increasing number of preparations. | |

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| Article 6 – Student Discipline/ Safety | PPS Proposal: Language that would allow PPS to change discipline guidelines whenever it wanted. | PAT Proposal: Incorporates current Handbook and Guide into our CBA. Allows members to track referrals. Requires PPS to maintain current level for social-emotional skills classrooms. |
| Significance to You | Resolves current problem of principals’ failure to process referrals; maintains current levels of social-emotional rooms (behavior rooms) benefiting PAT members and Portland students. | |

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| Article 9 - Compensation | PPS Proposal: 3-year with: 2016/17 @ 3%; 2017/18 @ 2.5%; 2018/19 @ 2.0%. Retro only to active members as of June. Matches PPS goal for Principals and non-represented. PPS thinks this is an even exchange for total elimination of workload language. | PAT Proposal: 2016/17 at 4.25% for all who worked in 2016/17; 2017/2018 @ 3 %; 2018/19 @ 3% plus .5% if stat revenues exceed \$8.4 billion. PAT proposes 190-day calendar making PAT Proposal 1% lower than if 192 PPS proposed calendar. |
| Significance to You | PPS salaries are at the bottom of the Metro district salary rankings. PAT proposal gets PAT into the top 75 th percentile of Metro districts. | |

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| Article 12 - Retirement | PPS Proposal: Current contract language | PAT Proposal: Adds PERS Bubble Agreement and eliminates sunset on Early Retirement benefits. |
| Significance to You | The Early Retirement benefit (sunset in last bargain) costs the district little to no money. This benefit allows member to retire when they need to – allowing an ending to careers with dignity. Particularly important to new PAT members as the State plans to limit future PERS benefits. | |

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| Article 19 – Job Security and Due Process | PPS Proposal: Temporary teachers can be terminated mid-contract with no real due process rights. Probs and Temps can be dismissed without just cause. | PAT Proposal: Several proposals to gain fair due process rules for temporary and probationary members. |
| Significance to You | An Injury to One is an Injury to All: A basic union value. No individual should be dismissed for arbitrary or capricious reasons. Every member, regardless of circumstances, deserves at least a hearing on why they are terminated. This right protects ALL union members. | |