

PORTLAND PUBLIC SCHOOLS

**Human Resources**

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Portland Public Schools is an equal opportunity and affirmative action employer.

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**MEMORANDUM OF AGREEMENT**

between

**Portland Public Schools**

And

**Portland Association of Teachers**

**Interim - School Merger language**

**Background:**

1. PAT and PPS are currently negotiating a successor agreement for the 2013-16 Collective Bargaining Agreement
2. PPS is in the process of creating two new middle schools for the 2018-19 school year and changing boundaries for feeder schools. This process requires initial steps in staffing the schools prior to an anticipated contract settlement.
3. It is in both parties interest to have clear contract language regarding school mergers and closures so the process of planning and communication to affected staff may begin

**Agreement:**

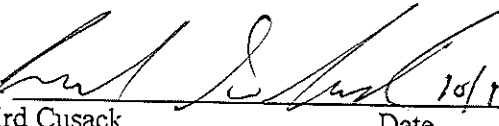
Therefore, until a final agreement is executed by the parties regarding language changes to Article 15.F.8 and 9, the parties agree that the language below will be in effect:

8. In the event of a merger of classes or programs from two (2) or more schools, the follow-the-student concept shall prevail. Professional educators from merged schools or programs will be compared equally using the criteria described in F.2 above in filling all the positions in the school. The faculty lists are merged and then staff is given the choice to be placed into the new merged school or stay in the current school based on seniority and licensure order. If there are not enough positions at the original school, then the regular unassignment process shall take place.
  - a. A merger causes a school to be comprised of at least forty percent (40%) of its students from the original school if two (2) schools are involved, or at least the following percentage if more than two schools are involved: 3 schools: 27%; 4 schools: 20%, 5 schools: 16% (1 divided by number of schools involved times 80%).
  - b. When a middle school is being formed, all the professional educators from the K-8 schools involved who have experience in grades 6-8 in the past five (5) years shall be included in the process for staffing the new school.


9. When classes, or programs from two (2) or more schools are combined in one school, professional educators who have their program, or school closed shall be placed in the school where their program, or class is transferred provided there are sufficient positions available. If there are insufficient positions, the criteria of F.2 shall apply. In a closure, the faculty members of the open programs keep their positions and the faculty of the closed program will be offered the remaining open positions based on licensure and seniority. Usually there are not enough positions and the remaining professional educators are unassigned.

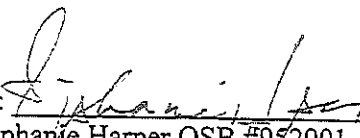
This Memorandum of Agreement requires the approval of the District's Board of Education

FOR THE DISTRICT

By:  10/18-17  
Laird Cusack Date  
Sr. Director Employee and Labor Relations

FOR PAT

By:  10/30/17  
Marty Paylik Date  
PAT UniServ

By:  10-19-17  
Stephanie Harper OSB #952901 Date  
Senior Legal Counsel