



Advocate

September 20, 2017

PORTLAND ASSOCIATION OF TEACHERS

Remembering PAT Leader Vangie Shaw

Vangie Shaw, a longtime educator and PAT activist, lost her battle with pancreatic cancer on Monday, August 21st.

A service for Vangie will be held on Saturday, September 30th, at 9:30 AM in the gym at Concordia University (2811 NE Holman St, Portland 97211).

In lieu of flowers, the Shaw family would like donations to be made in Vangie's name to Black Lives Matter, the Black United Fund of Portland or Chess for Success.

National Board Certification Workshop – Oct 5th

The PAT contract has a \$1,500 annual stipend for National Board certified teachers. We expect this to be increased to \$2,500 when our next contract is finalized. Come learn how you can become National Board certified.

Find out about opportunities at the state level to get reimbursed for certification fees and how to waive Oregon licensure fees. Find out how OEA supports you with a four-day Jump Start Seminar so you start the process on the right foot. The workshop will be held Thursday October 5th, 5:00-6:30 PM at the PAT office. Free for OEA members.

<http://www.oregoned.org/stay-informed/nbct-workshops>

Next PAT Rep Assembly

October 4th
4:30 PM

Stronger Together

We know there is power in numbers and that we're stronger when we stand together. But with all the challenges we face, from our current bargain to the looming threats from the Supreme Court, we need to get concrete about what that means. I believe **our union is only as strong as the number of members who we can inspire to take action**. Now more than ever we need every member to step up and get involved.

Educators are a diverse group, sometimes with different needs. In PAT, we are Elementary, Middle, and High School teachers. We are Substitute teachers. We are Counselors, Speech Paths, TOSA's and Media Specialists. We are parents, community members, and social justice activists. But this diversity is part of our strength. Although we sometimes have different interests, ultimately **PAT's top priorities reflect what we all have in common—we want what is best for our public schools and all students.**

In that vein, I want to thank everyone who came to the last school board meeting. There wasn't much notice and yet you came, which was incredibly moving to see. We're going to need even more of this sort of unity and solidarity if we're going to break the deadlock at the bargaining table. You can [watch my whole speech on the PAT Youtube channel](#), but honestly, it's not the speech that is my favorite part. I want you to [watch what happens at the end](#). After we left, the room looked deserted and the Board members were visibly shaken. Our collective voice is powerful.

We're scheduled for another mediation session with the District on September 21st. We cannot be passive during this process. **Your involvement will ultimately dictate the final outcome with our contract.** It is not enough to take part in one event, go to one meeting, or respond to one survey. Our Bargaining team needs you ready to take action to demonstrate our support for them at a moment's notice.

There are also **three concrete ways you can display your solidarity right now:**

- Wear your *2nd Year No Contract* button every day;
- Wear blue on Tuesdays;
- Attend your building PAT meetings to get updates, and practice talking about our issues to others.

These actions, and the ones to come, are the most powerful way you can demonstrate your commitment to your Bargaining Team and show the District that we are dedicated to achieving the Schools our Students Deserve.

Our collective actions today are directly correlated to whatever settlement we will reach with the District. For example:

- 4,000 PAT members take collective action = a contract we will collectively be happy with.
- 2,000 PAT members take collective action = a contract we will be OK with.
- 1,000 PAT members take collective action = a contract no one will be happy with.
- 100 PAT members take collective action = potentially two more years in negotiations purgatory.





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Our bargaining team is fighting for our collective interests. **If we get involved in the fight and take action to support them at the table, we will win and the students we serve will also win!**

In Solidarity,

Suzanne Cohen
PAT President

Salary Placement For New Hires

Salary placement for new hires is based on prior work experience and educational credit, but will only be made after official verification. Make sure your previous employer(s) and all relevant colleges/universities submit the required verification to PPS Human Resources.

Salary adjustments based on eligible education or experience credit will become effective in the payroll period in which approved. The adjustments will not be retroactive. However experience verified within sixty (60) days of the start of your employment will be retroactive to the first day of employment. Get an email, receipt, or some other written confirmation from PPS that it has received the verification. Review Article 9 of the PAT/PPS contract to see what experience is eligible.

If you think PPS has put you on the wrong place on the Salary Schedule, fill out the Salary Placement Problems form on the PAT website ASAP, <http://www.pdxteachers.org>.

Advancing on the Salary Schedule: October 31st Deadline

If you have earned enough credit to advance to another column on the salary schedule, our contract requires the District to pay you at this new level within twenty (20) days of the time you supplied the transcripts or other required verification to the District. The salary advancements will not be retroactive. However credits verified by October 31st will be retroactive to the beginning of the school year. Check to make sure that PPS has received your verification and get an email, a receipt, or some other written confirmation from PPS that they have received the verification.

OEA Advocacy Conference – October 6th and 7th

Join classroom educators from around the state for the Oregon Education Association's Advocacy Conference. Workshops include a broad range of issues, from how to build alliances with special education parents through the IEP process to how to get colleagues in your building involved in the union.

OEA will cover travel and lodging costs for participating members. For more details, or to register, visit the OEA website: <http://www.oregoned.org/action-center/events/statewide-advocacy-conference>.

Another Reason to be a Proud PAT Member

In 2016, Governor Kate Brown created a Governor's Council on Educator Advancement, and one of our own members, Marty Perez, served on this Council. Oddly enough, the appointment did not come with a plan for substitute coverage. Because we value and fight for educators to be the leading voice in education, PAT was able to provide sub coverage for Marty's work. Read more about Marty's role on the Council on the PAT website: <http://www.pdxteachers.org>.