



# Bargaining Survey #2 – Information Packet

Below are brief descriptions of the key issues that remain in bargaining. Each issue corresponds to a question on the Bargaining Survey. For more information on any of these issues visit the PAT website under the *Bargaining Briefs* section.

## 1. Working Without a Contract for 1-½ Years

The PAT contract expired June 30, 2016. Because of the ongoing dysfunction in PPS we have not been able to reach a new agreement with the District. This means that you and your colleagues have been working without a contract for one-and-a-half years now, another sign of the District's disregard for professional educators.

## 2. Salary Proposal Leaves PPS Further Behind the Metro Area

Portland Educators have not received a cost of living increase for two years because we've been working under an expired contract. Other compensation (e.g. extended responsibility pay and hourly rates) that is based on the salary schedule has also been frozen. Currently PAT's base salaries are the lowest in the Metro 14 comparison group. Under the District's salary proposal, we will move slightly up in the Metro 14 rankings and no longer be dead last in the region. This is not enough to attract and retain great educators.

## 3. Restore Early Retirement Benefits to All Educators

In order to avoid a strike during our last bargain, we reluctantly agreed to limit the early retirement benefit to members with 15 years of service in the District as of June 30, 2016. We're pushing to restore this important bridge to Medicare to all current and future PAT members. Under our proposal, savings from the Health and Welfare Trust will be used to offset early retirement costs.

## 4. A Safe and Secure Learning Environment

PAT is pushing to improve school climate and create a safe and secure learning environment for both students and staff. Our concrete proposals include restoring a full continuum of special education services; fully funding the Rapid Response Team; developing and funding interventions for students who've threatened or caused harm to students or staff before returning them to class; allowing educators to write referrals for any student under their supervision at any stage of the referral process as well as track the status of their referrals; and continuing the work of school climate teams in every building.

## 5. Additional Case Management Time and Overload Pay for Special Educators

Over and over we've seen how shortchanging special education creates problems that ripple across entire schools. Classroom teachers struggle with a shortage of support staff, and other resource people like counselors or reading specialists are pulled away from their own cases to help address the most urgent special education needs. PAT has made several proposals to address the acute special education problems, including caseload and student load goals, with overage pay for special education teachers and specialists. We have also proposed increasing case management time and restoring the past practice of paying members to attend an IEP meeting during personal planning time at the end of the workday.

**6. Improved Class Sizes and Caseloads**

This is at the heart of our fight for the schools Portland students deserve. We have advanced bargaining proposals that extend the high school student load and caseload thresholds established in the 6 of 8 arbitration award to all grade levels and all educators. In addition to establishing student load and caseload thresholds at all grade levels, we're also proposing additional compensation in cases where the District exceeds these thresholds, as a way to create a financial incentive to keep student loads below these new thresholds rather than paying members for overloads.

**7. Maintaining Workload Protections**

Although the District has withdrawn their refusal to bargain over workload, there are still substantial differences between the two sides. For example, the District wants to set the 2017-18 school year as the workload benchmark. PAT wants to expand workload protections in our contract, and we have made a variety of workload-related proposals, including limits on the number of preps for teachers in grades 6-12 and additional elementary preparation time. We have also proposed that PPS provide curriculum materials in the language of instruction.

**8. Enforce the 6 of 8 High School Arbitration Award**

The power of our workload language was clearly demonstrated when the District shifted to a 6 of 8 schedule. In three separate cases arbitrators ruled that this move was an increase in our workload. But once again PPS has unilaterally decided to ignore these legal precedents, starting the school year with approximately 48 fewer FTE at the high school level than required by multiple arbitration awards. In response, PAT has once again filed an unfair labor practice charge against the District.

**9. Adding Two Instructional Days Instead of Funding More Staffing or Workload Relief**

Our current contract allows the District to add two additional paid instructional days to the school year. However, the District is required to eliminate those two additional days before it can consider any staffing reductions. For years we have argued that it's essential to fund a better school year before funding a longer one. This summer the District reluctantly agreed to eliminate the two additional days, but only after PAT filed an unfair labor practice. The District wants to restore the two additional instructional days, at the same time they are raising class sizes across the District.

**10. Protect Due Process Rights**

Over the past four years PAT has filed multiple member rights grievances. These include violations of our evaluation procedure, failure to follow the complaint procedure, and failure to respect contract provisions addressing due process and just cause. We also have pushed for procedures and administrative protocols that would ensure timely, thorough, and objective investigations and guarantee due process rights to all members facing termination.