

# 2016-19 Collective Bargaining Agreement Q&A #1

02/05/18

The following are some questions received from members during our ratification meetings.

**1. Q: When will I receive retro pay?**

*A: PAT originally sent out incorrect information saying that a check for retro pay would be received around February 15. That was a mistake. We agreed to a check within five weeks from ratification by the Board, which is around March 15<sup>th</sup>. We are sorry for any confusion.*

**2. Q: Will retirees and others who have left the District also get retro pay?**

*A: Yes, they will also receive retro pay in a separate check around March 15<sup>th</sup>. However, if they are already retired for more than 31 days, PERS will not accept any additional reporting of money or service credit for them. Therefore, no PERS contributions will be deducted from the employee and employer for the retro pay.*

**3. Q: I am writing because I am having difficulty with the new contract language regarding compensation and a Master's degree in Article 9. The current way PPS counts education on the + part of the salary schedule is that they will only count education after one finished their student teaching. Now the new contract language says something like, "A Master's Degree earned before licensure will now be counted." What exactly does that mean? Only one Master's degree will be counted? Only credits before licensure will be counted? If you got your license before your degrees, then one or none of them will be counted? I am asking because I hold two Master's degrees and at my prior teaching position in WA, my extra credits were counted, and under our current contract they are not. Will some of my other credits be counted under the new contract?**

*A: The previous contract language did not count any credits or degrees earned prior to licensure. We have several members who were not told this and quit their jobs to move to Portland before finding out that they would not get credit for their education. This bargained agreement is not perfect, but it moves in the direction of giving credit for at least a Master's degree earned prior to licensure. If you have additional graduate credits and even other degrees earned prior to licensure, they will still not count. The cost of moving all current employees across the pay scale for all of these credits was significant and not fully known. We were able to mitigate the circumstances somewhat by at least crediting a full Master's degree. Any hours earned since licensure will be credited to move members on the Master's + lanes on the schedule.*

- 4. Q: Do the 30 staff meetings planned during the school year include our 8 hours of work sample scoring? Or could those hours be allotted during future professional time? Basically, where do those hours come from?**

*A: The 30 staff meetings are for all required meetings/pd. If the district continues with work samples in the future, they would need to come from this time or other district-directed time. There has been some discussion with ODE whether this requirement has gone away.*

- 5. Q: Will there be consistency school-to-school for those 30 staff meetings? Some members are concerned about job-alikes being held on a day that teachers are expected to be in their own buildings.**

*A: Job-alikes should either be scheduled during this time or happen during other district-directed time (e.g. release from instructional time). Job-alikes should not occur in addition to these staff meetings unless they are voluntary and paid at the member's per diem rate of pay should they occur outside of the workday. Job-alikes should not be held during individual planning time.*

- 6. Q: In middle schools, we work 8:30-4, with instruction starting at 9:15. Is 8:30-9 considered "planning time"? Currently, teachers attend IEP meetings during that time and are not paid for their time, but under the new contract, we will be paid for IEP meetings during our planning time.**

*A: Middle school planning time is one typical class period during the student day. If you have this additional time at the beginning of the day, it is more than the minimum required planning time. The district could still require IEP-related meetings without pay during this time. The new language applies to the 40 minutes at the end of the day at the elementary level and to the new 15 minutes of individual planning time at the end of the day. It also applies to IEP-related meetings during your individual planning period.*

- 7. Q: Does the 7.75-hour day start this year or next year?**

*A: Next year. The same is true of the shortened staff meetings. However, these changes do not apply to a specific group of members with an 8-hour day.*

- 8. Q: Can they add three snow days at the end of this school year if it snows? Does that begin this year or next year?**

*A: The snow day language begins this year, except for President's day being held as one of the reserved days. The make-up days are already in the district calendar and have been there since last spring.*