



CONTRACT HIGHLIGHTS TO START THE SCHOOL YEAR

PORTLAND ASSOCIATION OF TEACHERS

PAT/PPS Contract (July 1, 2016 to June 30, 2019)	<ul style="list-style-type: none">• Your current PAT/PPS collective bargaining agreement will expire on June 30, 2019. Bargaining the next should start by January 2019.• PAT members will take part in surveys to develop proposals for the next contract and vote on its ratification once a tentative contract is reached.• A successful bargain requires strong membership and solidarity.
Evaluation (Article 27) and Educator Handbook for Professional Growth and Evaluation	<ul style="list-style-type: none">• You are a probationary educator for the first 3 years of employment.• Before September 30 – Administrator reviews process, provides Handbook, rubric and forms.• Before October 15 – meet with evaluator for Goal Setting Conference• 1st Year Probationary educators will be formally evaluated at least 2 times during the school year: by October 31 and March 1.• Each formal evaluation requires an observation with pre- and post-observation conferences.• Informal observations may also be done at any time.• Request copies of the observation notes from every observation.• Ask for help if you need it - let your PAT Rep know, we can help.
Work Day and Workload (Articles 7 and 8)	<ul style="list-style-type: none">• Standard workday is 7 hours and 45 minutes, plus up to 30 Tuesday staff meetings up to 1.5 hours after the standard workday. Some specialists have an 8-hour day (7.4).• Part-timers who are not assigned to work immediately before the staff meeting are not required to attend it.• Review the contract (7.7 and 7.8) regarding your right to duty free lunch and individual planning periods, based on your assigned FTE.• Travelling between buildings? Your workday shall not exceed the 7 hours and 45 minutes and travel time is a part of your workday (7.11). You may not be required to travel during your lunch or planning time.• Check the contract to review your schedule/workload – especially if you are less than a full-time employee or a specialist with an 8-hour assignment.

Find the full text of the contract at www.pdxteachers.org

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Work Year (Article 6)	<ul style="list-style-type: none"> You may be required to work up to three evening events (6.7.1). Work requested by the District beyond the educator's contractual work day or work year must be voluntary on the educator's part and paid at the educator's per diem hourly rate (6.3.6). Special Educators have 4 days of release time to conference with parents and write IEPs (6.5.4). 3 inclement weather make-up days and Presidents' Day are built into the school calendar. Keep your schedule free on those days (6.8.4).
Salary Schedule Placement (Article 12)	<ul style="list-style-type: none"> Check your salary at the start of the year to make sure it's correct. For experience credit: PPS HR must receive your official documentation within 60 days of the start of employment to be retroactive to the first day of employment. For educational credit: PPS HR must receive your official documentation by October 31 to be retroactive. It is <u>your</u> obligation to make sure PPS <u>receives</u> all required official documentation by the deadlines. Advance to higher salary lanes by obtaining education credits.
Sick Leave and Personal Leave (Article 17)	<ul style="list-style-type: none"> 10 sick leave days each year, which accumulate without limit 3 paid and 3 unpaid personal days (they do not accumulate) Request for personal leave must be made 1 week in advance, in writing, except in an emergency. Leave must be used for the purposes outlined in the contract. See the contract for other types of leaves (e.g., family illness).
Professional Development (Article 17.3.5, 21.2.2, and Article 22.2)	<ul style="list-style-type: none"> 2 professional leave days each year to attend conferences, workshops or visit other teachers to observe their practice Tuition reimbursement: up to 6 credits (at the PSU rate) in a 12-month period \$1500 available to you once every three years for conferences, certain licensure tests
IEP Meetings (Article 8.9)	<ul style="list-style-type: none"> You do not have to attend during your individual planning time. During the workday, a substitute will cover your class while you attend the meeting. OR, if you <i>volunteer</i> to attend an IEP meeting outside your regular contract hours, you will be paid your per diem hourly rate.
Supplies Stipend (Article 12.7)	<ul style="list-style-type: none"> \$100 per school year You should receive it in your October check
<p>Contact your work site PAT Rep for questions about your contract rights</p> <p><i>PAT: Power through our Collective Action</i></p>	