



Advocate

December 18, 2019

PORTLAND ASSOCIATION OF TEACHERS

OEA Promising Practices Grant Opportunity

Every year, the Oregon Education Association gives Promising Practices Grants to educators to support student learning and professional development for OEA members across Oregon. This year, there is \$2,000 available for grants to PAT members.

Grants can be used to fund projects or materials that support improved student achievement. The application is available on the PAT website and due by January 31, 2020: pdxteachers.org

Applications will be reviewed by the Instruction and Professional Development (IPD) committee on February 5, 2020. OEA makes final decisions in late April or early May.

Elementary Report Card Redesign

Do you have ideas for how to improve the K-5 report card? Please come to the Instruction and Professional Development Committee meeting on Wednesday, January 8, 4:30-6:30 PM at PAT. Dinner provided. RSVP on the PAT website: pdxteachers.org.

Our contract gives us the right to talk directly to District leaders about professional issues in our monthly Instructional Practices Council meeting. Last month, they agreed to work toward the goal of redesigning our K-5 report card by next Fall. To that end, we invite you to IPD to discuss what you want in a K-5 report card. Bring your frustrations, ideas, and examples of what could work.

President's Message: A Time for Helping Others

On behalf of myself and the entire PAT leadership team, we wanted to wish you a **happy and restful break**.

We also wanted to remind you of the OEA Foundation, a wonderful organization to support, as well as a way to help any of your students who may be in need.

Established in 1995, the **OEA Foundation provides educators with up to \$100 grants to help students meet basic, urgent, and immediate needs** so they can succeed in school. Cash grants from the Foundation fill needs unmet by any other source.

Since the beginning, the **key source for these critical grants has been donations from OEA members and staff**. The OEA family continues to be generous in their support, through payroll deductions, cash and online donations. You can give just \$1 or \$2 dollars a month! The Oregon Education Association funds all of the administrative costs of the Foundation, which allows all donations to be used to provide direct assistance to students.

The OEA Foundation has purchased countless pairs of eyeglasses, provided many students with winter coats, paid for dental work and doctor visits, fitted new shoes on lots of feet, and even replaced a broken bedroom window.

When all is said and done, the OEA Foundation works to ensure that the physical, social, and emotional needs of students do not stand in the way of success in school.

If you know of a student you can help, apply now.

Find out more information, donate online, or apply for a grant at: <http://oeafoundation.oregoned.org>

In Solidarity,

Suzanne Cohen
PAT President



Our Overage Pay Dispute with the District

In the 2018/2019 school year, PAT members **secured contract language that formally recognized the impact of class sizes and caseloads**. Both sides recognized that students are adversely impacted by large classes and by limited service time due to large caseloads, and agreed that educators should be compensated when their workload exceeds a mutually agreed upon standard.

Because this agreement was the first of its kind in Oregon, and because none of the District staff responsible for processing overage pay were part of the negotiations, PPS initially failed to implement a fairly large portion of the overage language.



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Not receiving important PAT updates or has your home email changed? Give us your home email address to receive the latest bargaining information, member benefits, and other news you need.

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PAT and PPS eventually smoothed out these differences, in an effort to avoid a lengthy grievance dispute regarding overages. **Last year**, we reached a common understanding of how to implement many of the new parts of our contract, and the **vast majority of PAT members received correct overage payments** when they were required.

Unfortunately, several of the remaining issues were still being ironed out when the District declared on December 11th that **PPS is no longer going to work from our common understandings, and instead simply implement its interpretation of our overage language.**

The most **egregious example is PPS's wildly different approach to A/B schedules** at the Middle School level, compared to High School. Essentially, PPS claims that because the periods are of different lengths, Middle School students only count as half a student for the purpose of overages. A PAT member who works an A/B schedule in Middle School can therefore be assigned 300 students a semester (or 440 students for Specialists) before the educator would receive compensation for overages.

This is nonsensical and a clear violation of the contract language. Essentially, **PPS doesn't want to pay educators for the students they must serve because PPS failed to create a sensible schedule in some schools.** PPS HR is embarrassed by the financial impact of their poor planning, and is trying to backtrack.

There are other problems with the PPS implementation of our current contract, such as what constitutes a preparation, and which students are counted on an educator's caseload. Obviously, we are disappointed by PPS's actions, and **we are now filing a formal grievance.** We will eventually have an arbitrator decide the correct process, and while this will take time, we believe we will prevail.

Probationary Teacher Mid-Year Evaluation Timelines

Probationary teachers are formally evaluated at least two times during the school year. By the last work day before Winter Break, all probationary teachers should have received their first evaluation report.

This **mid-cycle evaluation must be based on at least one formal observation cycle**, which requires a pre-observation conference, the observation, and a post-observation conference.

In addition to the formal observation cycle, the mid-year evaluation may include evidence from informal observations, artifacts, assessments, and other evidence collected throughout the first half of the school year.

The mid-cycle formal evaluation requires a Mid-Cycle Summative Evaluation Meeting, separate from the post-observation conference. Prior to that meeting, the evaluator must give the educator a draft of the Mid-Cycle Summative Evaluation Report (Form 5) at least 48 hours in advance of the meeting.

Any rating given in the evaluation report must be based on direct evidence that is written in the evaluation report. Review Article 27 of the PAT/PPS contract and the PPS Handbook for Professional Growth and Evaluation to determine whether the required procedures have been followed regarding your evaluation. Both are available on the PAT website: pdxteachers.org.

If the evaluator has stated that they "DO NOT RECOMMEND" you for continued employment if your performance continues as it is, contact your PAT Rep ASAP. You also have the right to submit a written objection/rebuttal that is attached to the evaluation report in your personnel file if you feel the evaluation was incomplete or unjust. The written objection should normally be made within 30 days of receipt of the evaluation.

A template to assist you is provided on the PAT website: pdxteachers.org.