



CONTRACT HIGHLIGHTS TO START THE SCHOOL YEAR

PORTLAND ASSOCIATION OF TEACHERS

<p>PAT/PPS Contract (July 1, 2023 to June 30, 2026)</p>	<ul style="list-style-type: none">• Your current PAT/PPS collective bargaining agreement retroactively started on July 1, 2023, and remains in effect until June 30, 2026.
<p>Evaluation (Article 27) and Educator Handbook for Professional Growth and Evaluation</p>	<ul style="list-style-type: none">• You are a probationary educator for the first 3 years of employment.• By September 30: Administrator must review the evaluation process, and provide the Handbook, rubric, and forms.• By October 15: meet with your 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 be done any time.• Request copies of the observation notes from every observation.• Ratings must be based on direct evidence stated in the evaluation.• If you are struggling, let your PAT Rep know- we can help.
<p>Workday and Workload (Articles 7 and 8)</p>	<ul style="list-style-type: none">• The standard workday for High Schools is 7 hours and 45 minutes. The workday for Elementary and Middle Schools is 8 hours. Some specialists have an 8-hour day (Article 7.5).• Additionally, attendance at staff meeting after the regular workday is required on 30 designated Tuesdays.• Part-time educators who are not assigned to work immediately before the staff meeting are not required to attend it.• Review the contract (7.9 and 7.10) regarding your right to duty free lunch and individual planning periods, based on your assigned FTE.• Travelling between buildings? Your workday shall not exceed your standard workday hours (either 7hrs 45 min or 8 hrs), including the time needed to travel (7.14). 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

<p>Work Year (Article 6)</p>	<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 your contractual workday or work year must be voluntary on your part and paid at your per diem hourly rate (6.3.6). • Special Education educators have 4 days of paid release time to conference with parents and write IEPs (30.6.1). • Presidents' Day and 3 days in June are tentative inclement weather make-up days on the school calendar. You may be required to work those days, so hold them open (6.8.4).
<p>Salary Schedule Placement (Article 12)</p>	<ul style="list-style-type: none"> • Check your salary at the start of the year to make sure it's correct. • For prior teaching experience credit: PPS HR must receive your official documentation within 60 days of the start of your employment to be retroactive to the first day of your 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/columns by obtaining education credits.
<p>Sick Leave and Personal Leave (Article 17)</p>	<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).
<p>Professional Development (Article 17.3.5, 22.2.2, and Article 22.7)</p>	<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 in professional improvement funds are available to you once every three years for conferences, certain licensure tests.
<p>IEP Meetings (Article 8.9)</p>	<ul style="list-style-type: none"> • You do not have to attend them 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.
<p>Supplies Stipend (Article 12.7)</p>	<ul style="list-style-type: none"> • \$100 per school year. • You should receive it in your October paycheck.

Contact your work site PAT Rep for questions about your contract rights.

Power through our Collective Action