

The Portland Association of Teachers (the Association) and Portland Public Schools (the District), recognize that the the COVID-19 pandemic, and the almost one and one-half years of disrupted learning, has negatively impacted students, families, professional educators and administrators. The Parties acknowledge that the fallout from the pandemic and disruption in learning has led to an unprecedented staffing crisis that requires adaptations to how our schools function at this time. In order for all stakeholders to be successful, the District and the Association agree to the following modifications to the current Collectively Bargained Agreement. The existing collective bargaining agreement remains in full effect. The duration of these modifications will be for the remainder of the 2021 - 2022 school year.

In order to avoid school closures, unsafe conditions due to staff shortages and preserve student instructional time, beginning on the first day after Winter break, for all schools and programs,

1. There shall be no more than two staff meetings a month, and each month one full staff meeting shall be for work related to school climate, and one full staff meeting shall be for professional educator professional development and/or professional educator communication with student families.
2. All contract-teacher evaluations due to be completed in the 2021/2022 school year shall be rescheduled for the following year (2022/2023). All contract-teacher evaluations currently scheduled for the 2022/2023 school year will be moved to 2023/2024. The evaluation for all affected educators will be reset to reflect the new evaluation year.

In cases where the contract-educator's evaluation has progressed far enough that both the administrator and professional educator want to complete the evaluation, the two individuals shall send Human Resources documentation that they both wish the evaluation to continue. Those evaluations shall not cause the educator's evaluation cycle to be reset.

3. All work on tracking and evaluation of SMART Goals shall be suspended for the remainder of the school year.
4. All non-essential committee work shall be discontinued for the remainder of the 2021/2022 school year. Essential / statutorily required committees (e.g., safety committee, school climate teams, Site Councils) shall continue.
5. Unlicensed Central Office Staff and Central Office Administrators supporting lunch and recess, shall be prioritized to support students with IEPs in classrooms when paraeducators are absent or their positions are unfilled.

6. The Article 6.5.4 thirty two (32) hour cap on the number of release-hours Special Education professional educators may use for case management shall be removed. Such special education professional educators shall work with their immediate supervisor to arrange for additional release time (beyond what exists in 6.5.4) when needed.
7. All PLC meetings shall be fully educator-directed. School and Program Administrators may request PLC agendas, but the agendas shall be created and directed by the professional educators in the PLC.

In all High Schools, and in all High School grade levels in schools/programs with grades 9 - 12 (i.e. Metropolitan Learning Center, etc.):

8. All eight-period days shall become asynchronous instruction days. During those days, three-hours per converted day shall be for professional educator “office hours/virtual FLEX time.” The remainder of the day shall be educator-directed.

In any High School or Program that does not have an eight-period day, one day a week shall be converted to the asynchronous instructional day described above.

9. At the end of Semester One there shall be one additional planning day, and at the end of the third quarter there shall be an additional planning day.
10. On the first day following Winter Break, there shall be a full-day professional development day dedicated to school climate work.

In all Pre-K, Elementary, Middle School, and K-8 Schools, as well in all Elementary and Middle School grade levels in schools with grades K-8 (i.e. Metropolitan Learning Center, etc.)

11. Each week there shall be one two-hour student early release or late arrival day during which the non-student time shall be educator directed.
12. On the first two days following winter break, there shall be two professional development days solely for the purpose of school climate work. The goals of the professional development shall be to either reinforce or reset school processes and procedures.
13. At the end of Semester One there shall be two additional planning days. In addition, there shall be two additional planning days at the end of the third quarter.