



## Staff Analysis and Report to the Board

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**Board Meeting/Work Session Date: December 18, 2018**

**Senior Lead: Sharon Reese, CHRO-Interim**

**Department Lead: Carol Hawkins, Senior Labor and Employee Relations Director**

**SUBJECT: Contract Ratification DCU and PAT Substitutes Collective Bargaining Agreements**

### **I. BACKGROUND**

The DCU CBA expires on December 31, 2018. In October the Board provided direction regarding a rollover conversation with the DCU to discuss contract negotiations. Conversations with DCU resulted in an agreement which was approved by their membership in late November. The current DCU contract language remains in effect until December 31, 2019. Any recommendations produced by the work group regarding the wage structure will become part of the next bargaining discussion.

The board also discussed a rollover conversation with PAT. Our PAT Subs have a separate and very limited contract that contains no wages. Substitutes are paid 86.5% of step B on the BA wage table and will receive no increase until we settle the PAT certified staff contract. The one year rollover has no language changes.

### **II. RELATED POLICIES/BEST PRACTICES**

Labor Relations best practices encourage contracts to continue without a break to increase employee and management security.

### **III. ANALYSIS OF SITUATION**

Portland Public School students benefit from skilled staff; continued contracts support this goal.

### **IV. FISCAL IMPACT**

DCU - CBA with a 3% ATB (Across the Board) increase effective July 1, 2019.  
PAT Substitutes – None at this time, dependent on PAT Certified staff agreement.

### **V. COMMUNITY ENGAGEMENT (IF APPLICABLE)**

The DCU ratified the tentative agreement late November 29.  
The PAT substitute ratified the agreement on December 11.

### **VI. TIMELINE FOR IMPLEMENTATION/EVALUATION**

These agreements will be effective upon expiration of the current CBA's and Board Ratification.

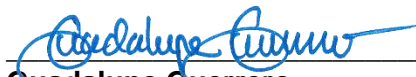
**VII. BOARD OPTIONS WITH ANALYSIS**

Request the board approve the DCU and PAT substitute contracts at this time.

**VIII. STAFF RECOMMENDATION**

Staff recommends ratification of both contracts.

**I have reviewed this staff report and concur with the recommendation to the Board.**

  
Guadalupe Guerrero  
Superintendent  
Portland Public Schools

December 12, 2018  
**Date**

**ATTACHMENTS**

- A. Resolution to approve 2019-20 District Council of Unions Agreement
- B. Resolution to approve 2019-20 Portland Association of Teachers Substitute Teachers Agreement
- C. MOU between PPS and District Council of Unions
- D. MOU between PPS and Portland Association of Teachers Substitute Teachers

**PPS District Priorities FY 2018-19**

- 1. Set a clear Vision and Strategic Plan
  - 2. Create equitable opportunities and outcomes for all students
  - 3. Build management and accountability systems and structures
  - 4. Allocate budget, funding and resources focused on improving outcomes for students
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Contract Extension Agreement  
Between  
PORTLAND PUBLIC SCHOOLS  
And  
DISTRICT COUNCIL OF UNIONS

Portland Public Schools ("PPS") and the District Council of Unions ("DCU") hereby agree to the following:

- I. The 2015-2017 Agreement and the 2017-2018 Rollover Agreement between PPS and DCU shall be extended for one year. The new expiration date of the Agreement shall be December 31, 2019. (This Contract Extension shall be attached as Appendix E)
- II. Except as expressly modified by this Contract Extension Agreement, the terms of the 2015-2017 Agreement and the 2017-2018 Rollover Agreement will continue in full force and effect until December 31, 2019 unless the parties mutually agree otherwise.
- III. On July 1, 2019, a three percent (3.0%) increase shall be applied to the salaries the 2017-2018 Rollover Agreement (which modified the in the 2015 - 2017 Agreement.) Please see the attached schedule for each craft classification's wage rate.
- IV. Effective January 1, 2019, the District will contribute to the School District No. 1 Health and Welfare Trust the amount necessary to maintain the 2017 plan design and corresponding employee premium share (if any), not including any employee rate holiday. The District's contribution shall not exceed \$1,355 per participating full-time eligible employee per month.

For employees covered by the Teamsters 206 Employers Trust pursuant to Appendix A and Appendix C of the 2015 - 2017 Agreement, the District will continue to contribute the actual monthly composite amount set by the Teamsters Trust. The District's contribution shall not exceed \$1,355 per active eligible employee per month.

- V. The parties agree to the formation of a working group of 8 participants (4 DCU and 4 PPS) to review the current salary. This will include information gathered from other comparable public institutions. Any reports or recommendations that are a product of the working group will be presented jointly to the board. Upon mutual agreement the parties may implement some provisions of the report to address recruitment issues. The full report will also be provided to the success bargaining teams.
  
- VI. The parties agree the provisions in the Memorandum of Agreement related to Fair Share dues and the implementation of the Janus decision remain in place and the MOA is extended.
  
- VII. The parties agree the provision in the Memorandum of Understanding related to the employment of retirees signed November 5, 2018.
  
- VIII. This Agreement constitutes the complete agreement between the parties regarding the terms for extending the 2015-2017, and the 2017-2018 Rollover Agreement. This Agreement may only be modified through a signed writing by both parties.
  
- IX. This Agreement will take effect immediately upon ratification by the DCU membership and approval by the Board of Education.

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On behalf of PPS

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On behalf of DCU

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Title

\_\_\_\_\_

Title

\_\_\_\_\_

Date

\_\_\_\_\_

Date

Contract Extension Agreement Between  
PORTLAND PUBLIC SCHOOLS  
And  
PORTLAND ASSOCIATION OF TEACHERS,  
SUBSTITUTE TEACHERS

Portland Public Schools ("PPS") and the Portland Association of Teachers, Substitute Teachers ("PAT SUBS") hereby agree to the following:

- I. The 2016-2019 Agreement between PPS and PAT SUBS shall be extended for one year. The new expiration date of the Agreement shall be June 30, 2020. (This Contract Extension shall be attached as Appendix A)
- II. Except as expressly modified by this Contract Extension Agreement, the terms of the 2016-2019 Agreement will continue in full force and effect until June 30, 2020 unless the parties mutually agree otherwise.
- III. This Agreement constitutes the complete agreement between the parties regarding the terms for extending the 2016-2019 Rollover Agreement. This Agreement may only be modified through a signed agreement by both parties.
- IV. The parties will meet to discuss the bargaining process for successor bargaining by January 15, 2020.
- V. This Agreement will take effect immediately upon ratification by the PAT SUBS membership and approval by the Board of Education.

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On behalf of PPS

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
On behalf of PAT SUBS

PAT/OEA Uni.Serv Consultant  
\_\_\_\_\_  
Title

12/12/18  
\_\_\_\_\_  
Date