

Agreed Changes to PAT CBA

Issue #	Issue Location	Issue Description	Agreed upon Changes
1	Article 6.3.1	Updated “Focus/Priority Schools” to “schools targeted for comprehensive or targeted support”	Consistent with Oregon Department of Education language changed to reflect new wording of “comprehensive/targeted support” as opposed to “priority and focus” schools.
2 a	Article 8.3.3.1 Middle School Librarians/Media Specialists	1 to 850 students with credit of 375 students for full-time library assistant.	Provide stipend of 3% (1.5% per semester) per 100 students over the Threshold (triggered by first student over) Consistent with existing threshold language for other educators.
2 b	Article 8.3.3.1 High School Librarians/Media Specialists	1 to 1100 students with credit of 425 students per fulltime library assistant and/or 325 students per fulltime book clerk.	Provide stipend of 3% (1.5% per semester) per 100 students over the Threshold (triggered by first student over) Consistent with existing threshold language for other educators.
3	Article 9.4.3	Rapid response team staffing	Language extended for a further year, until June 30, 2020.
4	Article 12.1.2	ATB (Across the board) increase for 2019-20	Salary schedule to be increased by 3%, effective July 1, 2019, through June 2020.
5	Article 12.1.4	Stipends for national board licensures	Payment of Grandfathered stipends, to those currently receiving, extended until June 30, 2020. Agreement to convene a joint workgroup to review appropriate stipends by June 30, 2019.
6	Article 12.2.1.4	Salary placement for graduate degrees/graduate credits earned prior to licensure	<p>New language: Multiple Graduate Degrees and Graduate Credits.</p> <p>Placement on the salary schedule and salary advancement for professional educators with multiple graduate degrees shall be in accordance with the following:</p> <p>a. Educational experience (lane advancement) shall be granted for any fully completed graduate degree (MA, MFA, JD, PHD, etc., regardless of date of licensure.</p> <p>b. Column salary credit (lane advancement) will</p>

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			<p>not be limited to a single graduate degree.</p> <p>c. Educational experience would be based on the order the graduate degrees were earned. The first graduate degree earned would advance the professional educator to the MA lane. The second graduate degree earned would count as graduate credits beyond the MA +o lane.</p> <p>d. No graduate credits prior to licensure shall be credited towards lane advancement unless/until they become part of a completed graduate degree.</p> <p>e. Graduate credits earned outside of a degree program are eligible for salary advancement, as long as they are earned after licensure and are consistent with the requirements in the In-Service Guidelines</p>
7	Article 16.12.2.1	Extra responsibility pay	Current language extended to June 30, 2020. 16.2.3 updated to reflect “The committee shall meet by October 31, 2019. Recommendations from the Committee will be considered in the 2020 successor bargaining.”
8	Article 21.2.2	Update/ deleted reference to highly qualified.	Reference to “highly qualified (HQ) status” removed from language.
9	Article 27.2	Evaluation Forms	Existing evaluation forms were signed for accuracy and the sentence “The jointly agreed upon evaluation forms will be included in the Handbook” was added to the Agreement.
10	Article 28.3	Start date for negotiations for successor agreement updated	No change to existing language “enter into collective bargaining no later than the first workweek in January ...”
11	Appendix A	Salary schedule for 2019-20	Update to reflect 3% ATB
12	Appendix B	TOSA ER pay for literacy coaches	No agreement reached on this issue. Instead, parties agreed to move the grievance dated February 25, 2019, to Level 2 of the Grievance Procedure.

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13	Appendix H	Safety	Continuation of Behavior Collaboration Team (BCT) through June 30, 2020.
14	Appendix J	School Psych Transfers	Existing language extended for a further year.
15	Appendix M	Catch-all agreement from past bargain	Updated to reflect agreed upon changes.
16	Appendix N	2016-18 version of Article 6	Agreed to delete.
17	Entire Contract	Previously identified changes	Updated to reflect current agreements and language.
18	Appendix G	Interest Based Bargaining	<p>Joint agreement to negotiate using an impartial facilitator to aid the process.</p> <ul style="list-style-type: none"> • The parties agree Sections 23.7, 23.8, 23.9, all of Article 25, Sections 26.1, 26.2, 26.3, 26.7, 26.8, and the demand to bargain over impacts arising from Board policies related to professional conduct will be discussed by the bargaining teams using an IBB process. • The parties agree to create and implement separate ground rules for the IBB process, including rules relating to a joint communication plan. • The parties will endeavor to complete the IBB process within three months, subject to a mutually agreed upon extension of that timeframe. The parties agree to meet for a minimum of 24 hours a month until completion of the IBB process or modification of the process by mutual agreement. • The creation of an MOU memorializing the changes in the above articles at the conclusion of the process is the stated goal of the process with the acknowledgement that any language changes agreed to will become part of the CBA.

