

District Package Mediation Proposal - November 9, 2023

BARGAINING NOTE: This is a package proposal, meaning it must be accepted in full to reach a tentative agreement. PPS is willing to discuss and bargain any aspect of this proposal separately, but the terms offered in this proposal are contingent on one another. Additionally, as we have consistently indicated, the District does not have an obligation to bargain permissive subjects and it does not intend to do so.

In addition to the included proposals on unresolved articles, the District's mediation proposal includes all tentative agreements previously reached by the parties. All tentative agreements reached by the parties are set forth below.

OPENED

Article 2: Association Rights - Same as 10/25/23

Article 6: Work Year - See attached

Article 7: Workday - See attached

Article 8: Workload - Same as Final Offer 9/22/23

Article 9: Student Support, Discipline and Safety - Same as 11/7/23

Article 10: Academic Freedom and Instruction - Same as Final Offer 9/22/23

Article 12: Compensation - Same as 10/25/23 + one-time stipend for educators at the top step

Article 13: Insurance Protection - Same as Final Offer 9/22/23

Article 15: Retirement - Same as 10/25/23

Article 16: Extended Responsibility - Same as Final Offer 9/22/23

Article 17: Leaves - Same as Final Offer 9/22/23

Article 18: Transfers - Same as Final Offer 9/22/23

Article 19: Building and Classroom Moves - Same as Final Offer 9/22/23

Article 20: Reduction in Staff/Layoff - Same as Final Offer 9/22/23

Article 23: Professional Educator Rights and Just Cause - Same as Final Offer 9/22/23

Article 30: Duration - Same as Final Offer 9/22/23

Article 31: Special Education - Same as 11/7/23

Article 32: Pre-K - Same as 10/31/23

Appendix A1: Salary Schedule - Same as Final Offer 9/22/23

Appendix I: Bilingual or Multilingual Ability - Same as Final Offer 9/22/23

Appendix J: School Psychologists Transfer and Assignment Process - Same as Final Offer 9/22/23

MOA: Rapid Response FTE - See attached

MOU: Title I Class Size Task Force - See attached

District Commitment on Staffing Ratios at K-5 - See attached

MOU: Mental Health Supports (pending)



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TENTATIVE AGREEMENTS (10)

Article 1: Status and Effect of Agreement
Article 4: Dues and Payroll Deductions
Article 5: Grievance Procedure
Article 11: School Improvement Councils
Article 14: Mileage, Parking and procurement cards (P-Cards)
Article 21: Mentor Program
Article 22: Professional Growth
Article 25: Complaint Procedure
Article 27: Evaluation
Appendix L: Administrative Leave Letter Template

NOT OPENED (5)

Article 3: Management Rights
Article 24: Non-Discrimination
Article 26: Personnel File
Appendix B: Extended Responsibility Schedule
Appendix H: Memorandum of Agreement - Safety (*EXPIRED*)

ARTICLE 6 WORK YEAR

6.1 Except as provided by Article 16, paid extended responsibility assignments, paid extra duty assignments, and voluntary attendance at in-service classes are excluded from this Article and are covered by Article 16 and Appendix B.

6.2 Standard Work Year

6.2.1 The standard work year for professional educators shall be ~~492~~ **193** contract days consisting of:

6.2.1.1 ~~177~~ **176** instructional days for K-5, K-8, Middle School and schools that have grades K-12. 177 instructional days for High Schools (9-12 grades).

6.2.1.2 ~~Six~~ **Four** and one half (~~6 1/2~~) **(4 1/2)** planning days

6.2.1.3 Two and one half (2-1/2) Professional Development Days

6.2.1.4 Six (6) paid holidays **or seven (7) paid holidays for those professional educators whose work year extends over Juneteenth.**

6.2.1.5 Four (4) grading days

6.2.2 The traditional state-wide in-service day shall not be part of the standard work year.

6.3 Extended/Reduced Work Year

6.3.1 The District, at its discretion, may extend the contract year for **all** professional educators ~~who work in schools identified by ODE for comprehensive or targeted support~~ by up to three ~~(3)~~ **two (2)** additional professional development days paid at the professional educator's per diem rate of pay. These days shall be scheduled contiguous to the standard school year **in consultation with the Association.** ~~through a collaborative process between the professional educators and the building administration. This section may be extended to professional educators for two (2) years after the comprehensive/targeted support designation has ended.~~

6.3.2 The District, at its discretion, may extend the contract year for professional educators by up to one (1) student instruction days paid at the professional educator's per diem rate of pay.

~~6.3.32~~ The District shall determine **which schools or programs and** the number of additional contract days in a 6.3.1 **and 6.3.2** prior to the beginning of the staffing process in the preceding school year.

~~6.3.43~~ Professional educators working in schools that have a change in grade levels (e.g.: newly converted middle schools or newly converted PK-5 feeder schools) shall have mandatory additional paid professional development days added to their contract year. This only applies to the school year **of the prior to conversion and the school year of after the conversion.** Added days shall be as follows:

6.3.4.1 Newly converted middle schools: two (2) additional professional development days.

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6.3.4.2 PK-5 feeder schools: one (1) additional professional development day.

6.3.4.3 Other schools: The District and PAT shall meet to determine if the number of added professional development days shall be one (1) or two (2). If no consensus is reached, one (1) day shall be added.

6.3.4.4 Added days shall be compensated at the professional educator's per diem rate of pay.

6.3.4.5 The District shall include the additional professional development days in the annual calendar and notify the professional educators assigned to work in these buildings at least three months in advance of these days unless newly hired or transferred to the schools within a shorter time period. If professional educators do not receive the three-month notice, they are not required to attend the added professional development days and shall follow the standard published calendar.

6.3.5 Sections 6.3.1 – 6.3.3 are meant to extend the contract year for all positions.

6.3.6 New Professional Educators

6.3.6.1 New Professional Educator Orientation

Newly hired professional educators shall be required to attend one orientation day which shall be paid at the professional educator's per diem rate of pay. At least one-half of the day shall be dedicated to the basic practical details of employment including but not limited to key contract provisions, substitute teacher finder, attendance and record keeping, leaves of absence, hardware and software requests and setup, etc.

The Association and the District Human Resources Department shall jointly create the agenda and jointly coordinate the presentation of material on this day. In addition, the Association shall continue to be afforded at least one (1) hour of time on the agenda to meet with the new professional educators. The new professional educator orientation shall be scheduled **within one (1) week the Friday** preceding the beginning of the standard work year and again on the statewide in-service day for those who have not previously attended this orientation. **No other meetings shall be scheduled on the orientation day.** Additional new professional educator orientations may be scheduled by mutual agreement between the parties.

The Association will receive (60) minutes with newly hired any bargaining unit member who did not attend the New Employee Orientation at the start of the School Year, and shall be held no later than 30 days after the unit member starts working.

Newly employed professional educators who have a position with the District requiring an extended year (202--and 207-day work years) shall be able to attend the orientation.

6.3.6.2 New Professional Educator Training

The District may mandate the equivalent of up to two additional paid training days for newly hired professional educators. If these days are scheduled beyond the start of the standard work year, the newly hired professional educator shall receive at least one month's advance notice of scheduling.

6.3.7 Professional educators who work beyond the 492 **193** day work year shall be paid a daily rate of pay computed at 1/492 **193** of their annual basic salary. With the exception of Sections 6.3.1, 6.3.3,

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6.3.4, 6.3.5, 6.3.7, 6.3.8, and 6.3.9, professional educators shall not be assigned work beyond the standard work year unless there is mutual agreement between the administrator and the professional educator. Professional educators who work less than the ~~492~~ **193**-day work year shall have their salary adjusted downward using the same daily rate of pay formula.

6.3.8 ~~Media-specialists/~~**Teacher** -librarians shall be placed by the District on a work year of 202 days ~~or 205 207~~ days for those responsible for more than one library. **For teacher-librarians with more than one assignment, the principal and teacher-librarian will mutually agree upon the number of days.** Up to ten (10) additional days will be available when warranted by workload and mutually agreed upon by the administrator and the librarian. Central Staff Professional Librarians are employed on a twelve-calendar month basis with one (1) month vacation pay.

6.3.9 Counselors shall be placed by the District on a work year of 202 days. **At least 5 days will be before the first work day of the 193-day work year calendar and 4 days after. In addition** Up to ten (10) additional days will be available when warranted by workload and mutually agreed upon by the administrator and the counselor. **Scheduling of the additional days shall be mutually agreed upon.**

~~6.3.9 Athletic Directors shall be placed on a work year of 202 years.~~

6.3.10 Mentor-Induction Coaches, and School Based Instructional Coaches and professional educators on special assignment shall be placed on a 202 work year.

6.4 Holidays

6.4.1 The six paid holidays shall be: Labor Day, Veterans Day, Thanksgiving, New Year's Day, Presidents Day, and Memorial Day. **Juneteenth is paid to those professional educators whose work year extends over the Juneteenth holiday.**

6.4.2 To receive pay for a paid holiday, a professional educator must work (or be on paid leave) on the workday immediately preceding or following the holiday. If the first day of work for the newly hired professional educator is immediately following the holiday the professional educator will not receive pay for the holiday.

6.5 Planning Days and Grading Days

6.5.1 A minimum of one full day and one half (1.5) planning days shall be scheduled prior to the first student day in the fall. These days shall be reserved for professional educators to set-up and plan for the beginning of the year.

6.5.2 There shall be one (1) planning day scheduled at the end of **the first three quarters** each quarterly grading period for a total of ~~four (4)~~ **three (3)** days; plus one **and one half (1.5)** days at the **beginning** end of the year. ~~However, professional educators shall have a minimum of two (2) full working days to submit grades/progress reports at the end of each grading period. No voluntary or mandatory trainings or professional development or meetings may be scheduled for professional educators on these planning days.~~ **Two hours of each planning day may be used for admin directed professional learning.**

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6.5.3 One-half (1/2) of planning/**grading** day time may be used by administration for meetings with Child Development Specialists, **Qualified Mental Health Professionals (QMHP)**, **School** Social Workers, School Psychologists, Audiologists, and Student Service Specialists.

6.5.4 There shall be one (1) grading day scheduled at the end of each quarterly grading period for a total of four (4) days. No voluntary or mandatory trainings, professional development or meetings may be scheduled for professional educators on these grading days.

6.5.5 Other than professional educators mentioned in 6.5.4, Any professional educator who does not submit grades may shall use grading days as educator directed time.

~~6.5.4 Special Education Case Management Time:~~

~~In addition to contractually provided planning days, special education professional educators required to conference with parents and write IEPs shall be provided four (4) ~~six (6)~~ days of released time, per year, for that purpose. A special education professional educator may elect to use these days or the equivalent hours before or after the school year or outside his/her workday at his/her per diem hourly rate of pay.~~
[AMENDED AND MOVED TO ARTICLE 12 AND 31]

6.6 Professional Development Days

The District will schedule two full and one half (2.5) district-directed professional development days prior to the first student day. **All early release days will be used for professional development and learning directed by the district or the administrator.**

6.7 Evening Events / Parent-Teacher Conferences

6.7.1 Professional educators may be required to participate in up to three (3) ~~two (2)~~ evening school events per school year. However, principals will make a reasonable effort to see that professional educators are not required to attend more than two (2) evening events a year. Evening events shall generally last no more than two (2) hours and end by 9:00 p.m. on Monday through Thursday. Two-week's written notice shall be provided to affected professional educators. Evening events shall generally not be required on ~~major religious and cultural~~ **holidays as recognized on the district calendar**, Fridays or on days preceding holidays. This provision does not apply to Social Workers, Child Development Specialists, School Psychologists, Audiologists and Student Services Specialists.

6.7.2 In addition, the District shall schedule two (2) parent conferences in the evening on two consecutive evenings. The two consecutive evening conferences must be scheduled after the planning day that follows the end of the first quarter. The calendar day following the second evening conferences scheduled must not be a workday (e.g.: can be an unworked holiday). A duty-free dinner break of at least sixty (60) consecutive minutes shall be scheduled prior to evening conferences. Evening conferences shall last no longer than three (3) hours and shall conclude by 8:30 p.m.

6.7.3 In consideration of the two consecutive evening conferences scheduled, the professional educators shall be given one paid day off which shall be notated as such on the District's published calendar.

6.7.4 Modifications to this provision must be processed using the contract exception process described in Article 1 of this Agreement.

6.7.5 At the request of a parent/guardian, a professional educator shall schedule a make-up conference for the parents/guardians who missed the regularly scheduled conference.

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~~6.7.6 — District will explore a pilot with a small group of schools to hold conferences differently (through the contract exception process for the 2019-20 school years).~~

~~6.7.6.1 — Options for consideration in this pilot include but are not limited to:~~

~~a. — Tracking number of hours for conferences to be scheduled based on parent and teacher availability rather than having specific days scheduled~~

~~i. — Logistics related to things like dinner breaks for teachers and time beyond which conferences can't be schedule must be considered~~

~~ii. — Exploring if HS should do something different~~

~~(1) — First day open conference and second day invite only; or~~

~~(2) — Spring conferences~~

~~iii. — Video conferencing~~

~~b. — Pilot must take into consideration other groups that may be affected such as:~~

~~i. — Custodians~~

~~ii. — Nutrition Services~~

~~iii. — Transportation~~

~~iv. — Educational Support Professionals~~

~~e. — With respect to the pilot references above, the District shall circulate a bulletin following the 2016 Fall Parent/Teacher Conferences to Senior Directors and building leadership encouraging and promoting the ability to explore new ways to conduct Parent/Teacher Conferences for the 2019-20 school years.~~

~~d. — The District's Office of School Performance (OSP) will summarize the results of the pilot referenced above and present that summary to PAT Contract Administration Committee no later than May 1 of each year.~~

6.8 The district will not hold staff meetings or required committee meetings during parent-conference week.

6.98 School Calendar

6.98.1 By January 15 of each year, the Association shall submit to the Superintendent its recommendations regarding the school calendar for the subsequent school year. With respect to the calendar ultimately adopted, the District retains the right and authority to change the days on which school shall be held and make other adjustments to the school calendar; provided such adjustments are consistent with this article. No change in this calendar shall result in any reduction of the annual salary provided for professional educators by this Agreement or in increasing the aggregate number of workdays

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without the consent of the Association.

6.98.2 Professional Development days and planning days shall be set in the school calendar before the end of the prior school year.

6.98.3 The following shall be considered when determining the school calendar:

6.98.3.1 Instructional days, added Professional Development days for schools identified by ODE for comprehensive/targeted support (per Section 6.3.1), and District organized Professional Development cannot be scheduled on the following days:

- a. Martin Luther King, Jr. Day
- b. Day after Thanksgiving
- c. The calendar week in which July 4th falls
- d. December 24th to and including January 1st
- e. Saturdays
- f. Sundays
- g. All recognized PAT holidays
- h. The Monday preceding the beginning of the work year

i. Juneteenth: For any school in session For any Professional Educator whose contract year includes June 19th, June 19th shall be a paid holiday.

6.98.3.2 This exclusion does not include:

- a. Extended Responsibility
- b. Clubs
- c. Outdoor school
- d. Field Trips
- e. Competitions
- f. Athletics
- g. Non-District organized Professional Development/Events/ Training

6.98.4 Inclement Weather

6.98.4.1 ~~—Should inclement weather result in fewer instruction hours than called for in OAR 581-022-1620;~~ The District may schedule ~~utilize~~ up to a total of three inclement weather make-up days for school closures. Days not scheduled in advance on the District school calendar may not be required make up days.

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~~6.98.4.2~~ With thirty (30) day notice, the District may use Presidents' Day as one of the three make-up days.

~~6.98.4.3~~ The four (4) potential make-up days shall be marked on the school calendar, but professional educators will be required to make up a maximum of three unless 6.8.4.4 is required.

~~6.98.4.4~~ Notwithstanding 6.8.4.1, if the three days are insufficient for the District to meet the state required instructional time, the District and Association shall meet and discuss options. In the absence of an agreement how to make up days, the District may require professional educators to work additional days at the end of the year necessary to meet state requirements.

~~6.98.4.5~~ The District counts instructional minutes and parent-teacher conference days towards meeting the state required instructional time.

6.8.4.6 If the District converts instructional days to professional development days, it will count those days toward state required instructional time. ~~up to the maximum allowed by law.~~

~~6.98.4.6~~ The District will consider inclement weather when setting the seniors' graduation date.

ARTICLE 7 WORKDAY

7.1 Except as provided by Article 16, paid extended responsibility assignments, paid extra duty assignments, and voluntary attendance at in-service classes are excluded from this Article and are covered by Article 16 and Appendix B.

7.2 Workdays for professional educators shall only be Monday through Friday.

7.3 The standard workday for professional educators, except as provided in Section 7.4 below, shall be **eight hours**. ~~seven hours and 45 minutes~~. The last **sixty (60)** ~~fifteen (15)~~ minutes of time during the work day shall be designated as **educator professional learning** ~~individual planning time for professional educators, except on Tuesdays on which educator professional learning staff meetings are held. On those Tuesdays, the last fifteen (15) minutes of time during the workday will be used as the first part of the 90-minute staff meeting.~~

7.4 Exceptions

7.4.1 The standard workday for professional educators working at High Schools shall be seven hours and 45 minutes. The last fifteen (15) minutes of the work day shall be designated as individual planning time for professional educators, except on Tuesdays on which educator professional learning is held. On those Tuesdays, the last fifteen (15) minutes of time during the workday will be used as the first part of the 90-minute staff meeting.

7.4.2 The District retains the right to establish schedules designed to meet the needs of students enrolled in alternative schools and programs.

~~7.4 8 hour workday for Child Development Specialists, School Social Workers, School Psychologists, Audiologists and Student Services Specialists:~~

~~7.4.1 The workday for Child Development Specialists, School Social Workers, School Psychologists, Audiologists and Student Services Specialists shall be eight (8) hours, including a minimum of thirty (30) continuous minutes for duty free lunch. The daily work schedules shall allow for a fifteen (15) minute rest period in the a.m. and p.m.~~

~~7.4.2 With mutual agreement, Child Development Specialists, School Social Workers, School Psychologists, Audiologists and Student Services Specialists may arrange their daily schedule so that time required outside of normal business hours, such as evening or weekend meetings with the parents and students, fall as nearly as possible within the regular eight (8) hour workday and 40 hour work week. The current practices in existence for scheduling the workday for School Psychologists, School Social Workers, Child Development Specialists, Audiologists and Student Services Specialists will continue throughout the duration of the Agreement.~~

~~7.4.3 This section does not apply to any other professional educators not specifically listed above.~~

7.5 The workday for professional educators in the building shall begin at least fifteen (15) minutes before the student day and shall extend at least fifteen (15) minutes beyond the student day. Professional educators shall not be required to perform duties for more than seven-and-one-half (7½) minutes of the fifteen (15) minutes immediately before and/or for more than seven-and-one-half (7½) minutes of the fifteen (15) immediately after the student day. No professional educators shall be required to report prior to 7:45 a.m. or remain later than 4:30~~45~~ p.m. For program reasons, the afternoon ending time can be adjusted to 5:30~~45~~ p.m. for a few professional educators in a building

providing that volunteers will be solicited whenever possible. The two above exceptions will not extend the number of hours in a standard workday.

7.6 Professional educators may make reasonable adjustments to their daily and weekly schedule, with prior written approval of their building administrator, to accommodate professional obligations and to meet personal needs. Any adjustments may not impact student instructional time or other required responsibilities.

7.76 If an administrator requests that a professional educator provide instruction (e.g. tutoring or small group instruction), **complete required training**, outside of the professional educator's workday, and the professional educator volunteers to do so, such professional educator shall be compensated at their ~~per diem~~ hourly rate of pay.

7.87 Duty-free Lunch

7.87.1 All professional educators who work two-thirds (2/3) or more shall have a minimum of thirty (30) continuous minutes of duty-free lunch. Regardless of FTE, any professional educator who works a full day shall have thirty (30) continuous minutes of duty-free lunch on that day.

7.87.2 Passing time during which a professional educator has direct responsibility for students shall not be part of the thirty (30) minutes duty-free lunch. Professional educators who leave the school site during such period shall notify the school office.

7.98 Individual Planning Time

Planning time includes but is not limited to instructional preparation and educator preparedness and effectiveness. Planning time is designated for instructional planning and completing responsibilities inherent to a teaching position, with the absence of student supervision responsibilities. This does not include regularly scheduled committee meetings.

7.98.1 Professional educators who work two-thirds (2/3) time who directly provide instructional services to students shall be provided planning time during the workday as follows:

7.98.1.1 High Schools (Grades 9-12): Not less than the equivalent of one (1) standard class period per day;

7.98.1.2 Middle Schools (Grades 6-8, except self-contained 6th grade classes): Not less than the equivalent of one (1) standard class period per day **with a total of and at least four hundred and ten (410) minutes per week (variability for partial weeks, staff meetings and early release weeks):**

7.98.1.3 Not less than three hundred and twenty (320) minutes per standard work week (prorated for partial weeks). **Starting with the 2024-25 school year, Elementary Schools shall provide no less than four hundred and ten (410) minutes per standard work week (variability for partial weeks, staff meetings and early release weeks).** There shall be at least one daily block of planning time of at least forty (40) continuous minutes.

7.98.1.4 Regardless of FTE, any professional educator who works a full day shall have planning time on that day.

7.10 Co-Teaching

7.10.1 Co-teaching is the practice of pairing teachers together in a classroom to share the responsibilities of planning, instructing, and assessing students. In a co-teaching setting, the teachers are considered equally responsible and accountable for the classroom. This model differs from push-in (one educator responsible for certain students in a group) and team teaching (one educator is responsible for the students for only part of the curriculum).

7.10.2 Reasonable effort will be made to provide common planning periods to improve collaboration with general education teachers that are co-teaching. When common planning cannot be achieved, up to ten (10) hours per school year may be submitted by each co teacher for common co-planning outside the work day.

7.9 11 Restroom Breaks

The building principal shall ensure that arrangements are made for restroom breaks for professional educators.

7.40 12 Meetings/Trainings

~~7.120.1~~ Professional educators ~~may~~will be required on ~~ten (10) educator professional learning thirty (30) Tuesdays during the school year. to attend meetings or training sessions starting at the beginning of the fifteen (15) minute planning time at the end of the day and continuing for up to one hour and fifteen minutes beyond the workday.~~ **Professional educators will also be required on all early release professional development and learning days.**

7.12.2 Professional educators who work in High Schools may be required on thirty (30) Tuesdays during the school year to attend meetings or trainin sessions starting at the beginning of the fifteen (15) minute planning time at the end of the day and continuing for up to one hour and fifteen minutes beyond the workday.

~~7.10.2 The District will publish a schedule of the thirty (30) staff meetings before the end of the prior school year.~~

~~7.12.20.3~~ Professional educators will be responsible for completing ~~four (4) hours of District mandatory online training outside of scheduled staff meeting time~~ **during their individual planning time.** ~~There will be no staff meetings on at least two (2) Tuesdays between the start of the school year and the due date of the mandatory online training.~~

~~7.12.30.4~~ Child Development Specialists, School Social Workers, School Psychologists, Audiologists and Student Services Specialists ~~may be required to attend trainings or meetings beyond the work day on Tuesdays only if the trainings or meetings fall within their workday/workweek provisions as set out in paragraph 7.4.~~

~~7.12.40.5~~ Part-time professional educators shall not be required to attend meetings/trainings that are not contiguous with their workday. Required attendance at meetings/trainings contiguous with the workday and at evening events / Parent/Teacher Conferences shall be pro-rated for part-time professional educators.

~~7.12.50.6~~ The District shall provide each professional educator professional development on implicit bias, anti-racism, and culturally responsive practices. These trainings will be available to all professional

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educators within the workday and standard work year. PAT will review providers prior and give feedback after trainings through the IPC.

7.11.6 Professional educators may be required to take part in Professional Learning Communities (PLCs) or similar meetings during the workday. PLC time scheduled by administration does not count as planning time.

7.134 Itinerants

- 7.134.1 The workday of a professional educator who works in more than one (1) building or is assigned outside the District shall not exceed the workday above and shall be covered by planning time and other provisions of this Article.
- 7.134.2 An adequate amount of travel time shall be allowed for professional educators who must change worksites during the workday.
- 7.134.3 Neither planning time nor the duty-free lunch time shall be used for travel time between worksites.
- 7.134.4 If there are disagreements over the itinerant professional educator's schedule and workload, the supervisor(s) and the building representative(s) shall write a summary of the dispute and submit the summary to the Human Resources and the Association for resolution.

7.142 Part-time

- 7.142.1 The workday and work load for part-time professional educators shall be proportional to that of full-time professional educators.
- 7.142.2 The workday for part-time professional educators shall be stated as a percentage of full-time in accordance with the chart below. Other percentages shall be calculated in the same manner.

<u>Workday – 7.0 Hours 45 Minutes</u>		<u>Workday – 8 Hours</u>	
<u>Percentage</u>	<u>Time</u>	<u>Percentage</u>	<u>Time</u>
10% (.10)	47 minutes	10% (.10)	48 minutes
20% (.20)	1 hr. 33 minutes	20% (.20)	1 hr. 36 minutes
25% (.25)	1 hr. 56 minutes	25% (.25)	2 hours
30% (.30)	2 hrs. 20 minutes	30% (.30)	2 hrs. 24 minutes
40% (.40)	3 hrs. 06 minutes	40% (.40)	3 hrs. 12 minutes
50% (.50)	3 hrs. 53 minutes	50% (.50)	4 hours
60% (.60)	4 hrs. 39 minutes	60% (.60)	4 hrs. 48 minutes
66% 2/3%	5 hrs. 07 minutes	66% 2/3%	5 hrs. 20 minutes
70% (.70)	5 hrs. 26 minutes	70% (.70)	5 hrs. 36 minutes
75% (.75)	5 hrs. 49 minutes	75% (.75)	6 hours
80% (.80)	6 hrs. 12 minutes	80% (.80)	6 hrs. 24 minutes
90% (.90)	6 hrs. 59 minutes	90% (.90)	7 hrs. 12 minutes
100% (1.0)	7 hrs. 45 minutes	100% (1.0)	8 hours

7.142.3 FTE for part-time professional educators may fluctuate from year to year. ~~from .5 FTE to .66 FTE, .67 FTE to .74 FTE, .75 FTE to .99 FTE based on the needs of the particular assignment. A reduction in FTE that results in a reduction of benefits/planning time/lunch etc. for the professional educator shall be considered a layoff subject to the provisions of Article 20.~~

7.142.4 If there are disagreements over the part-time professional educator's schedule and/or workload,

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the supervisor and the building representative shall write a summary of the dispute and submit the summary to the Human Resources and the Association for resolution.