

**Letter of Agreement
PAT - PPS
Staffing Process for Schools Impacted by
the Southeast Enrollment & Program Changes**

Preamble

On May 24, 2022 the Portland Public School Board of Education approved Resolution 6513, "SE Enrollment and Program Balancing - Phase 2" which details boundary and feeder pattern changes as well as program location changes. Furthermore, on October 25, 2022 the Portland Public School Board of Education approved Resolution 6599, "Lent English Scholars move to Marysville".

Portland Public Schools ("the District") and the Portland Association of Teachers ("the Association") recognize the impact boundary changes have on educators, students, and families. Our school communities are more than places where learning occurs; they are places where people feel a sense of belonging, support, and safety. Our communities depend on those things from their neighborhood school. Acknowledging that there will be some disruption to school communities who have a shared history, the District is committed to regular communication with the PAT throughout the process.

Acronyms

CBA - Collective Bargaining Agreement
DLI - Dual Language Immersion Program
ES - Elementary School
LOA - Letter of Agreement between PAT and the District
MS - Middle School

Agreement

The District and the Association agree to the following:

The duration of this (LOA) is for the annual staffing process that occurs between December 2022-June 2023 for the 2023-2024 school year. The parties agree that this LOA is intended to address the staffing needs of impacted schools or programs as outlined in this agreement.

1. Creative Science K-8 School and Bridger ES Neighborhood Program

Creative Science School K-8 moves from the Clark building to the Bridger building. The Bridger neighborhood program closes and students are assigned to Creative Science School K-8 at the Bridger location.

- a. Creative Science School K-8 staff are assigned to the new location Creative Science K-8 School at Bridger.
- b. Prior to winter break, through a district led survey, current Bridger ES staff choose to be assigned to Creative Science School at Bridger or Lent ES DLI Program. Educators must be appropriately licensed and have recency to support the selected school or program.
- c. Based on the combined seniority list from Creative Science School and educators who selected the new Creative Science School at Bridger, Creative Science School at Bridger completes the regular staffing process, including unassigning educators following 18.6.2.

- d. See #2 for Bridger ES selecting the Lent ES DLI program.
- e. Creative Science School at Bridger staff will receive one (1) full professional development (PD) day prior to the start of the new school year. This PD day is in addition to all other bargained or CSI/TSI PD days.

2. Bridger ES Spanish DLI Program and Lent Spanish DLI Program

The DLI Spanish program at Bridger ES is closed and students are reassigned to Lent ES DLI Spanish program

- a. Prior to winter break, through a district led survey, current Bridger ES staff choose to be assigned to Creative Science School at Bridger or Lent DLI ES. Educators must be appropriately licensed and have recency to support the selected school or program.
- b. Prior to winter break, through a district led survey, current Lent ES staff choose to be assigned to Lent DLI ES or Marysville ES. Educators must be appropriately licensed and have recency to support the selected school or program.
- c. Based on the combined seniority list of educators who selected the Lent DLI program from Lent ES and Bridger ES, Lent ES DLI Program completes the regular staffing process, including unassigning educators following 18.6.2.
- d. See #1 for Bridger ES staff selecting Creative Science School at Bridger.
- e. See #3 for Lent ES staff selecting Marysville ES.
- f. Lent Dual Language ES staff will receive one (1) full professional development (PD) day prior to the start of the new school year. This PD day is in addition to all other bargained or CSI/TSI PD days.

3. Lent ES English Scholars Program and Marysville Elementary School

Lent ES English Scholars Program is closed and students are reassigned to Marysville ES.

- a. Marysville ES staff remain assigned to Marysville ES.
- b. Prior to winter break, through a district led survey, current Lent ES staff choose to be assigned to Lent DLI ES or Marysville ES. Educators must be appropriately licensed and have recency to support the selected school or program.
- c. Based on the combined seniority list from Marysville ES and Lent ES educators who selected Marysville ES, Marysville ES completes the regular staffing process, including unassigning educators following 18.6.2.
- d. See #2 for Lent ES staff selecting the Lent ES DLI Program.
- e. Marysville, with Lent English Scholars, staff will receive one (1) full professional development (PD) day prior to the start of the new school year. This PD day is in addition to all other bargained or CSI/TSI PD days.

4. Harrison Park K-8 School including Chinese DLI Program, Harrison Park MS, and Clark ES

6-8 students from Harrison Park K-8 remain at the Harrison Park building forming Harrison Park MS. Incoming 6th graders to Harrison Park MS come from neighboring elementary schools. K-5 students from Harrison Park K-8 move to the Clark building forming Clark ES.

- a. Prior to winter break, through a district led survey, current Harrison Park K-8 staff choose to be assigned to Clark ES or Harrison Park MS. Educators must be appropriately licensed and have recency to support the selected school or program.

PAT-PPS Letter of Agreement - SEGC Staffing Impacts

- b. Based on the list of Harrison Park K-8 educators who selected Clark ES, Clark ES completes the regular staffing process, including unassigning educators following 18.6.2.
- c. Based on the list of Harrison Park K-8 educators who selected Harrison Park MS, Harrison Park MS completes the regular staffing process, including unassigning educators following 18.6.2.
- d. See #5 for Hosford MS Chinese DLI Program closure impact.
- e. Harrison Park MS will receive two (2) full professional developments (PD) days prior to the start of the new school year. This PD day is in addition to all other bargained or CSI/TSI PD days.
- f. Clark ES will receive one (1) full professional development (PD) day prior to the start of the new school year. This PD day is in addition to all other bargained or CSI/TSI PD days.

5. Harrison Park MS Chinese DLI Program and Hosford MS Chinese DLI Program

The Hosford MS Chinese DLI program is closed and students are reassigned to the Chinese DLI program at Harrison Park MS.

- a. Hosford MS Chinese DLI Language Arts and Social Studies educators are unassigned from Hosford.
- b. Unassigned Chinese DLI Language Arts and Social Studies educators from Hosford MS will be offered vacant DLI Language Arts and Social Studies positions, if any, at Harrison Park MS, after the Harrison Park K-8 staffing process has been completed as outlined in #4 based on seniority and licensure prior to the internal round.
- c. After educators are assigned to any remaining DLI Language Arts and Social Studies vacancies at Harrison Park MS, any remaining unassigned educator will follow the regular staffing process.

6. Kellogg MS and Mt. Tabor Spanish Dual Language Immersion Programs

The Mt. Tabor Spanish DLI program is closed and students are reassigned to the Spanish DLI program at Kellogg MS.

- a. Kellogg MS completes staffing through the regular process as outlined in the CBA.
- b. Mt. Tabor MS Spanish DLI Language Arts and Social Studies educators are unassigned from Mt. Tabor.
- c. Unassigned Spanish DLI Language Arts and Social Studies educators from Mt. Tabor will be offered vacant DLI Language Arts and Social Studies positions, if any, at Kellogg MS based on seniority and licensure prior to the internal round.
- d. After educators are assigned to any remaining DLI Language Arts and Social Studies vacancies at Kellogg MS, any remaining unassigned educator will follow the regular staffing process.

Unless expressly altered by this Letter of Agreement (LOA), the existing collective bargaining agreement (CBA) remains in full effect. Schools, programs, and central office departments not listed

PAT-PPS Letter of Agreement - SEGC Staffing Impacts

are not impacted by this agreement and follow the staffing processes as outlined in Article 18 Transfer of the CBA.

The reference to Creative Science School at Bridger does not signify or imply agreement to a school or program name change.

For the District

Genevieve Rough

Date

12/1/2022

For the Union

Ryan [Signature]

Date

12/01/2022