

BOARD OF EDUCATION
SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON

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OFFICE OF THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON
BLANCHARD EDUCATION SERVICE CENTER
PORTLAND, OREGON

The Study Session of the Board of Education came to order at 6:02pm at the call of Co-Chair Pam Knowles in the Board Auditorium of the Blanchard Education Service Center, 501 N. Dixon St, Portland, Oregon.

There were present:

Pam Knowles, Co-Chair
Ruth Adkins
Bobbie Regan
Tom Koehler
Steve Buel
Matt Morton
Greg Belisle, Co-Chair

Andrew Davidson, Student Representative

Staff

Carole Smith, Superintendent
Caren Huson, Board Clerk

PUBLIC COMMENT

The following individuals testified in support of the Benson athletic program: Antoinette Olivas, Bradley Gross, Anthony Stoudimeier, John Slaughter, and Lisa White.

Greg Burrill stated that he spent the week talking to teachers about what there is to forgive. He thanked PPS for trying a negotiation strategy that led to a contract and added that we all need to forgive each other for the mess; there are hurt feelings on both sides. Mr. Burrill asked the Board to attend a meeting with teachers at Roosevelt so that they can be assured that you are listening to them and what they need in the Roosevelt redesign.

APPROVAL OF PORTLAND ASSOCIATION OF TEACHERS BARGAINING AGREEMENT

Superintendent Smith congratulated teachers for their ratification vote and recognized the members of both bargaining teams. She hoped for positive movement as we move forward.

Sean Murray, Chief Human Resources Officer, provided background on the bargaining. There was a balanced approach in addressing Board issues, and the tentative agreement was before the Board. Brock Logan, Labor Relations Director, walked the Board through some items in the tentative agreement.

Sandra McDonough, President of the Portland Business Alliance, stated their strong support for the proposed contract, adding that every student deserves, and should have, an equal opportunity for success. Ms. McDonough commented that she was happy that the District streamlined the hiring process as that will enable PPS to compete for the best and brightest teachers.

John Hirsch, speaking on behalf of the Portland 80 Percenters, commented that important, positive changes were made in the proposed contract. They applauded both sides for making the necessary

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compromises to reach agreement. Cooperative implementation is necessary for the contract and he hopes the spirit of cooperation will be the new norm.

Mike Rosen, on behalf of the Parents Coalition, asked the District to restore access to a full high school schedule. The proposed new contract contains many changes on behalf of students. Adding days will help the District reach its goals in coming into compliance with state law on instruction.

Jane Greenhalgh thanked PAT and PPS for settling the contract and avoiding a strike. She thanked both sides for holding firm on some issues. The two additional instructional days are a good start but more were needed.

Peyton Chapman, President of PAPSA, thanked the Board and PAT for prioritizing issues that were the most important to schools and students. She was very happy with the streamlined hiring practice.

Director Buel commented that he was planning to vote in favor of the contract as it seems like a good fair contract, but he was concerned about the Workload Committee and how the District will deal with that. Director Regan stated that this was the most significant rewrite of a PAT contract in 20 years. Director Adkins thanked the bargaining teams and the Superintendent's leadership. Director Morton stated that the new contract will put us down the path of greater student success, but it will all come down to implementation. His fear is that the two parties will not become partners on the contract. Director Koehler mentioned that both sides need to collaborate together and listen more to the teachers who are on the front line. One issue he was not happy about was health insurance benefits. The District needs to start working on health insurance tomorrow to determine how we can save money yet provide teachers with the best benefits. Student Represented Davidson stated that everyone needs to figure out how to do bargaining better next time. Co-Chair Belisle commented that he thought the proposed contract was extraordinary and thanked both bargaining teams for their work. Co-Chair Knowles stated that bargaining had been a long process, but we all know there is still work to be done. She was looking for a new way to have discussions with our teachers.

Gwen Sullivan, PAT President, stated that she came as a truth-teller. She was taken aback by removing sports at Benson. We have to look at the word "collaboration" and define what it is. It does mean coming together and finding out solutions that make sense. That may be possible for the future, but did not happen in this process. There was a crisis across the country in terms of health insurance. As we look at different ways to have new discussions, she repeated the question she asked a year ago for a possible monthly meeting with the Board. We are all in this together. She mentioned that she was deeply saddened, as at times the bargaining was ugly, mean spirited and divisive. She felt that PPS treated bargaining as a game; PAT did not see it that way. After 10 months of disappointment and anger, she remained hopeful - hopeful that elected leaders understand the folly that brought us only two days from a strike. She was hopeful that things would change. Portland teachers are more united than ever and stand shoulder to shoulder with education activists and advocates. She stated that she looks forward to working with the District, and not against them, in the future.

At 7:40pm, the Board took a five minute break.

2014-2015 BUDGET: DISTRICT STAFFING

Superintendent Smith reported that on March 17th, she will present the District staffing plan and budget priorities.

Sue Ann Higgins, Chief Academic Officer, stated that the priority was to align resource allocation with the Board Priorities and Policies, alignment with Milestones goals and the Racial Educational Equity Policy must be critical drivers in allocation of resources per Board policy. The District Staffing Team (DST) focus is a distribution of school staffing full time equivalent (fte), and their charge is to advise the Superintendent on school staffing. They are to deliver prioritization of how to spend 150 fte. In regards to

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staffing in 2014-15, we know there will be an increase of 150 fte (PAT positions) in schools divided across three groups: PK-8=70fte; high schools=50fte; and Special Education=30fte. The team has an expedited timeline necessary so that they can hire the highest quality candidates. Ms. Higgins explained the challenges for the PK-5/6-8/PK-8 level.

Director Morton questioned how we can find solutions to help with workload issues. Director Buel indicated that he had 68 budget questions that deal with staffing. Superintendent Smith requested that Director Buel sit down with her for an explanation of the core program implementation.

Co-Chair Belisle stated that in looking at high schools, the 9-10th grade kids are off track and there is so much at risk. If they could earn a core credit before they enter 9th grade that might help. He appreciated the information on Special Education and the inclusion model. ESL was still not right; there has to be many pathways for students.

Director Regan commented that her concerns are with career prep, social workers, care action team responders, and the Counselor to Student ratio. She asked when the Workload Committee would begin reporting back to the Board and wondered if the Board could receive their input prior to budget decisions.

Student Representative Davidson indicated that items important to him were 9th grade supports and wraparound service supports, but we need to be careful in how we do it;

Director Koehler added that we need to do things that are high impact and do them well.

FIRST READING: REVISED PUBLIC CONTRACTING RULES

Emily Courtenage, Purchasing and Contract Program Director, indicated that a first reading was originally held on the proposed revisions on February 3rd, but staff realized a couple of other changes needed to be added. This second first reading now contains all changes.

ADJOURN

Co-Chair Knowles adjourned the meeting at 9:01pm.

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Other Items Requiring Board Action

The Superintendent RECOMMENDED adoption of the following items:

Numbers 4881 and 4882

During the Committee of the Whole, Director Belisle moved and Director Morton seconded the motion to adopt Resolution 4881. The motion was put to a voice vote and passed unanimously (yes-7, no-0; with Student Representative Davidson voting yes, unofficial).

During the Committee of the Whole, Director Morton moved and Director Adkins seconded the motion to adopt Resolution 4882. The motion was put to a voice vote and passed unanimously (yes-7, no-0; with Student Representative Davidson voting yes, unofficial).

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RESOLUTION No. 4881

2013–2016 Agreement between Portland Association of Teachers and
School District No. 1J, Multnomah County, Oregon

RESOLUTION

The Chairperson of the Board of Education and the Chief Human Resources Officer are authorized and directed to execute the 2013–2016 Agreement between the Portland Association of Teachers, representing licensed teaching personnel, and School District No. 1J, Multnomah County, Oregon, on the terms presented to the Board and filed in the record of this meeting.

S. Murray

RESOLUTION No. 4882

Rescinding Resolution 4872: Temporary Delegation of Authority

RECITALS

- A. Between April 2013 and February 2014, the Portland Public School District (District) and the Portland Association of Teachers (PAT) engaged in collective bargaining for a successor collective bargaining agreement.
- B. The Portland Association of Teachers held a strike vote on February 5, 2014. On February 6, 2014, the District received notice that the PAT intended to call a strike that would commence on February 20, 2014.
- C. On February 10, 2014, the School Board approved Resolution 4872 to provide temporary delegation of authority to the Superintendent in anticipation of a strike by the Portland Association of Teachers.
- D. On February 18, 2014, the District and PAT reached a tentative agreement, thus suspending a strike.

RESOLUTION

The Board rescinds Resolution 4872 and end the temporary delegation of authority.