

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

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November 12, 2013

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

A Study Session of the Board of Education came to order at 6:08pm at the call of Co-Chair Greg Belisle 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

Director Adkins provided a report on The Courageous Conversations Summit she had attended.

PUBLIC COMMENT

Bruce Scherer stated that he has not seen all Board members present at negotiations, only two. The District is not bargaining seriously and is eager for a crisis. Mr. Scherer asked who was pulling the strings for the District. \$240 thousand has been paid to date for a consultant who operates behind the scenes. All it helps create is more invoices to the District. The consultant is not a stakeholder in our District.

Paul Anthony reported that in his daughter's geometry class at Benson High School, the teacher created a new geometry course that is designed with built-in feedback which gives students a real growth experience. That class is an enormous accomplishment of which the District should be proud and management has shown excellent judgment. Teachers have to have the freedom to use their knowledge and experience.

Barb Macon, Roosevelt teacher, commented that she has discovered that the Long Range Facilities Plan is calling for teachers to share offices and classrooms. That will not work for good teaching. Classrooms that teachers have to share are bare as student work cannot be displayed. If teachers have to pack up all materials and student work, they will lose instructional time. If classrooms are shared, students will not know where to find their teachers. Ms. Macon asked the Board to push for the one teacher/one classroom model. Each teacher needs a classroom.

Jennifer Grimes stated that focus should be on the teacher's contract and that everyone needs to work together to reach an agreement that will benefit students.

Carmen Rubio, Executive Director of the Latino Network and Co-Chair of the Coalition of Color, urged the Board to keep the central focus on the children of PPS in regards to PAT negotiations,

and to keep the following values front and center: recognize and leverage the racial equity work, continued differentiation of District resources, and prioritize hiring teachers of color.

Bernie Bottomley, Portland Business Alliance, stated that the Alliance was in support of PPS. The vision is that all students deserve equal opportunity. Negotiations should be driven by doing what is best for our kids and the current labor contract makes it difficult to reach those goals. The current contract discourages innovation and new ideas. PAT has brought nothing of substance to the table; they do not want to settle. It is not reasonable to extend negotiations when only one side is making concessions. The Alliance was asking the Board to hold fast to their principles and encouraged the Board to declare an impasse.

DISCUSSION: BOND ACCOUNTABILITY COMMITTEE

Kevin Spellman, Bond Accountability Committee, stated that their report had been included in the Board packet. Mr. Spellman commented that he had concerns about how the budget was being reported as it was not transparent. The Committee believes that staff has done what they have been asked to do. Some students have been involved, but not enough are involved and that was not the fault of the contractors. Help is needed from the educational side of the District to get students connected. The Committee also had concerns over the schedule; many milestone deadlines are coming up and the red flag is being raised. We are getting to the point where the consequence of not meeting key target dates could have implications on bringing everything in on schedule.

UPDATE: DISTRICT-WIDE BOUNDARY REVIEW

Judy Brennan, Director of Enrollment and Transfer, reviewed the Board enrollment framework. Jon Isaacs, Senior Policy Advisor reported that in May 2013, staff provided a report to the Board on district-wide boundary review. Three representatives from PSU were present tonight to present their proposal. Phil Kiesling, Director and Principal Investigator, Wendy Willis, lead on stakeholders and interviews, and Shannon Griskowsky, Project Manager and lead for data collection and analysis.

Mr. Kiesling stated that the district-wide boundary review was a wicked challenge. Phase 1 would include assessment and framework recommendations, stakeholder interviews and focus groups, recommending a decision-making framework to use and then enter into Phase 2 to be used in the years beyond. PSU hopes to have Phase 1 completed in three months.

Director Buel questioned if PSU will incorporate K-8's middle schools, etc. Mr. Kiesling responded that PSU staff has met with SACET who was looking at enrollment and transfer policy. Phase 1 will acknowledge everything that is going on in enrollment and transfer. In 2014, the Board will decide on a boundary map. The PSU team will develop a plan to take all complexities into account.

Co-Chair Knowles asked how PSU would work with SACET. Ms. Brennan responded that SACET will proceed in their deep dive of enrollment and transfer policy. At the end of three months, the Board should see results from both teams.

Director Regan commented that she appreciates PSU's expertise and for joining us in a partnership.

DISCUSSION: REVISED RECOMMENDATIONS FOR FRANKLIN, GRANT AND ROOSEVELT HIGH SCHOOL MASTER PLANNING AND RELATED FISCAL IMPACTS

CJ Sylvester, Chief Operating Officer, stated that staff was revising its previous recommendation and provided a PowerPoint presentation.

Director Regan stated that she was struggling with this topic on many levels, asking why we were looking at a cookie cutter approach for our buildings and wonders why we were not talking about expected enrollment forecasts in the different neighborhoods. Ms. Sylvester responded that the intention is that nothing will be cookie cutter; each school will be unique. There will be significant demographic shifts that will take place over decades. Staff has 10-12 year projections from PSU and there are longer term considerations from the school district than just what we know for the next decade. We are trying to stretch the 2012 dollars to assist with future capacity issues. Director Regan commented that one of her concerns is that Grant enrollment will be greater than 1700, while the enrollment for Roosevelt is expected to be 800 to 1012 students. Ms. Sylvester stated that the enrollment numbers for all three high schools were changing. Director Regan questioned if there was an impact of student count vs. CTE space. Ms. Sylvester responded that 6,000 square feet was being proposed as the minimum for the career pathway work. Director Koehler asked when the issue needs to be settled on the square footage. Ms. Sylvester responded that staff would need to know by next week if square footage would be changed; however, changing the square footage would go beyond the use of the \$10 million reserve that staff is requesting. Staff would also need clarity on how much square footage the Board would like to see for CTE. Superintendent Smith commented that on December 3rd, the Board will discuss CTE.

Director Adkins commented that she was comfortable with staff's recommendation and that flexibility is key. When she hears about 6,000 square feet for CTE and the possibilities for it, she is excited. She did not want to delay the decision any longer; it was time to move forward.

Director Buel asked how much CTE space was currently at Franklin High School. Ms. Sylvester responded that Franklin currently had 12,000 square feet of CTE space, but that existing space may not exist in the future. Staff has identified replacement space of 6,000 square feet.

Director Koehler requested that staff determine the cost of adding another 4,000 square feet of CTE space in the high schools.

Co-Chair Knowles mentioned that Benson High School was a CTE high school. Comprehensive high schools in Sandy, Sherwood, etc., all have CTE. We need to get back to having CTE in our high schools. She would like to see as much space for CTE as possible. Ms. Sylvester reminded the Board that those cities with just one high school have much more square footage for CTE.

Co-Chair Belisle commented that the Board has to keep in mind that the communities may want something different than CTE in their high school.

BUSINESS AGENDA

Director Buel moved and Director Koehler seconded the motion to hold a separate vote on resolution 4835. The Board voted 4-3 to hold a separate vote. Director Buel stated that he would be voting no on Resolution 4835 as he would like to see that money transferred to classroom teaching.

ADJOURN

Co-Chair Belisle adjourned the meeting at 8:41pm.

November 12, 2013

Personnel

The Superintendent RECOMMENDED adoption of the following items:

Numbers 4831 through 4834

Director Adkins moved and Director Knowles seconded the motion to adopt the above numbered items. The motion was put to a voice vote and passed unanimously (yes-7, no-0; with Student Representative Davidson voting yes, unofficial).

November 12, 2013

RESOLUTION No. 4831

Election of First-year Probationary Teacher (Full-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher listed below be elected as a First-year Probationary Teacher.

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as First-year Probationary Teacher for the school year 2013-14 the following person, subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Full-time

First	Last	ID
Kristin	Kennedy	022094

S. Murray

RESOLUTION No. 4832

Election of First-year Probationary Teachers (Part-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below be elected as First-year Probationary Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as First-year Probationary Teacher(s) for the school year 2013-14 the following person(s), subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and with all to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Part-Time

First	Last	ID
Sasanna	Efseaff	022127
Thomas	Hewitt	005699

S. Murray

November 12, 2013

RESOLUTION No. 4833

Election of Second-year Probationary Teacher (Part-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher listed below be elected as Second-year Probationary Teacher.

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as Second-year Probationary Teacher for the school year 2013-14 the following person, subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and with all to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Part-Time

First	Last	ID
Kathleen	Martuza	021109

S. Murray

RESOLUTION No. 4834

Appointment of Temporary Teachers and Notice of Non-renewal

RESOLUTION

The Board of Education accepts the recommendation to designate the following persons as temporary teachers for the term listed below. These temporary contracts will not be renewed beyond their respective termination dates because the assignments are temporary and District does not require the teachers' services beyond completion of their respective temporary assignments.

First	Last	ID	Eff. Date	Term Date
Justine	Aylward	020008	10/18/2013	12/21/2013
Kathryn	Bailey	022096	10/4/2013	6/14/2014
Andrea	Bean	022214	10/21/2013	6/14/2014
Julia	Fogg	021453	8/28/2013	12/21/2013
Yoji	Hall	022221	11/1/2013	6/14/2014
Sarah	Hersey	021381	10/28/2013	6/14/2014
Jocelyn	Kimmel	022194	10/22/2013	12/21/2013
Tina	Lamanna	017138	10/16/2013	6/14/2014
Jennifer	McKnight	014368	10/18/2013	6/14/2014
Michael	Pham	000886	11/4/2013	6/14/2014
Matthew	Plies	008704	11/1/2013	6/14/2014
Donna	Robles	022083	10/29/2013	6/14/2014
Ann Marie	Szok	020889	10/29/2013	6/14/2014
David	Wages	022165	10/23/2013	6/14/2014
Patricia	Zimmerman	006389	8/28/2013	6/14/2014

S. Murray

November 12, 2013

Purchases, Bids, Contracts

The Superintendent RECOMMENDS adoption of the following item:

Number 4835

Director Morton moved and Director Koehler seconded the motion to adopt Resolution 4835. The motion was put to a voice vote and passed by a vote of 6-1 (yes-6, no-1 [Buel]; with Student Representative Davidson voting yes, unofficial).

November 12, 2013

RESOLUTION No. 4835

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools (“District”) Public Contracting Rules PPS-45-0200 (“Authority to Approve District Contracts; Delegation of Authority to Superintendent”) requires the Board of Education (“Board”) enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the Deputy Clerk to enter into agreements in a form approved by General Counsel for the District.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Administrator, Funding Source
Alpha Environmental Services, Inc.	11/13/2013 through 3/31/2014	Construction Services C 60XXX	District-wide: Oil tank and distribution system decommissioning at 26 of the 48 boiler conversion sites. ITB 2013-1694	\$248,750	T. Magliano Fund 438 Dept. 5597 Project J0101
Pacific Educational Group	8/1/2013 through 6/30/2014	Personal Services PS 60293	District-wide: Provide professional development for District leadership and Central Office, including Beyond Diversity II.	\$179,900	L. Poe Fund101 Depts. 5490, 5401

NEW INTERGOVERNMENTAL AGREEMENTS (“IGAs”)

No New IGAs

AMENDMENTS TO EXISTING CONTRACTS

No New Amendments to Existing Contracts

N. Sullivan

November 12, 2013

Other Matters Requiring Board Action

The Superintendent RECOMMENDED adoption of the following items:

Numbers 4836 and 4837

Director Adkins moved and Director Knowles seconded the motion to adopt Resolution 4836. 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 Regan moved and Director Adkins seconded the motion to adopt Resolution 4837. The motion was put to a voice vote and passed by a vote of 6-1 (6-yes, 1-no [Buel], with Student Representative Davidson voting yes, unofficial).

November 12, 2013

RESOLUTION No. 4836

Settlement Agreement

RESOLUTION

1. The authority to pay \$39,900 is granted in a settlement agreement for employee M.S. to resolve claims brought under Workers' Compensation. An additional \$100 is awarded for a voluntary termination of employment as part of the agreement.
2. This expenditure will be charged to the District's self-insurance fund 601.

J. Patterson / B. Meyers

RESOLUTION No. 4837

Board Support for the Teachers' Contract, Our Students and Community Deserve

RECITALS

- A. We, the members of the Portland Public School (PPS) Board, know that equitable and high-performing schools are essential to Portland's economic health and quality of life, today and in the future. We honor the teachers in our schools who have committed their knowledge, skills and life's work to educating, inspiring and supporting our students.
- B. Members of this School Board are unpaid elected public servants who set a strategic vision for the school district, hire and manage our Superintendent, provide fiscal oversight, and, most important, work to ensure that our 48,000 students receive a quality education. Like our teachers and all school district staff, we serve because we believe in public education and we believe we can make a positive difference for our students.
- C. This Portland School Board assumes the responsibility of bargaining with our teachers union in good faith. We take that responsibility very seriously. We are committed to providing a contract that ensures competitive salaries, comprehensive health care and fair working conditions.
- D. Since September 2012, the school district's professional bargaining team has successfully reached agreement on new contracts with every other PPS employee union. Things have been different with the Portland Association of Teachers (PAT). Bargaining started more than 200 days ago, but the two sides are still far apart on core issues. This is not because the process has been rushed. Our team went more than a month beyond the state-required 150 day timeline for regular bargaining before requesting help from a mediator. The two sides are now 30 days into mediation – twice as long as the law requires. As the delay grows, School Board members are becoming concerned that the situation may be headed for impasse. We want to move beyond the discord in a timely manner. That means bringing negotiations to a successful conclusion and doing it soon.

- E. We are committed to signing a teacher contract that our students and community deserve. That means making changes to the current contract so that all students can attain high academic standards, regardless of race or class. Our goals include:
- A contract that adds more school days to the school year and allows schools to stay open longer each day so students have more time to learn.
 - A financially-responsible contract that enables Portland Public Schools to reduce class sizes and teacher workload by hiring more teachers.
 - A contract that gives our schools the ability to ensure all students have a great teacher in their classrooms. We want to do this by recruiting the best teachers available; prioritizing competence – as defined by state law – when teachers are assigned; and diversifying our workforce to include more bilingual and minority teachers, as well as hard-to-find higher-level math and science teachers.
 - A contract that allows students and parents more opportunity to work collaboratively with all teachers, in the classroom, in parent conferences and during school events.
 - A contract that increases or maintains planning time for teachers.
 - A contract that allows us to quickly provide mentoring and support to teachers who struggle or allows us to move teachers out of the classroom if necessary.
 - A contract that focuses on core labor-management issues (such as wages and benefits) so that our students and community, as well as our teachers, can participate in broader conversations about educational vision and advocacy.
- F. We believe our proposal is both fair and sustainable. On salary and benefits, our bargaining team has come to the table with a competitive compensation package. Our latest offer, which our team presented at last week's mediation session, would provide cost-of-living increases totaling 5 percent over a three year contract for all 2,800 PAT members. This would keep salaries competitive with Portland area school districts. In addition, in our effort to increase instructional time for students, we offered a 1 percent raise for all teachers if they agree to work three more instructional days. On top of this, about half of our teachers would continue to receive automatic annual step – or seniority - increases, which equal a salary increase of 2 to 5 percent each year. These teachers would receive a total raise over three years of more than 12 percent. We also have proposed joining other school districts in Oregon who have phased out early retirement benefits. This alone would free up to \$5.3 million per year – equivalent to 58 teaching positions -- to support lower class sizes and student programs when fully implemented. With limited resources, our priority is to pay teachers who are currently teaching in our schools.
- In terms of health insurance, teachers currently pay \$120 per month for their coverage, while the school district pays \$1,431.32 per month per teacher. The school district contribution of over \$1,400 is \$363 more per month than we provide for any other employee group. We are proposing to cap the PPS contribution in the first year at its current level. We would increase this contribution by 2 percent in each of the next two years. Our goal is to work collaboratively with our teachers to select health care plans that are less costly while still providing excellent benefits. For employees other than teachers, PPS has had a health care contribution cap in place for years, allowing the school district to offer comprehensive, yet reasonably priced plans, with cost savings that ultimately translate to more teachers and smaller class sizes.
- G. In addition to salary and benefits, our proposal seeks to change outdated and overly restrictive contract rules that are a barrier to student achievement. First, regarding the issue of teacher hiring and placement: The current contract has provisions that make it difficult for PPS get out in the market early to hire great teachers before they are scooped

up by other school districts. Our proposal would reduce reviews of internal job candidates to one round instead of three, bringing us into line with other school districts in Oregon. This would give current teachers a fair opportunity to compete while providing PPS with the opportunity to diversify our workforce by hiring in-demand bilingual and minority teachers as well as higher-level math and science teachers. For teacher transfers from one school to another, the current contract prioritizes seniority above all else. Our proposal would bring PPS in line with other school districts by using the state's definition for teacher competence. This would require a teacher to have recent teaching experience or training in the subject or grade level within the last five years, and a teaching certificate in the subject area. Again, our goal is to ensure that our contract allows students to have the best teacher in every classroom. In terms of student instructional time, outdated contract rules unduly limit access to the teaching students need. Our contract proposal would add three instructional days to the school year, increasing classroom time to support student achievement, reduce the dropout rate, and graduate more students prepared for college and careers.

- H. The PAT proposal includes a preamble that speaks to our shared values for our schools and students. It is an excellent statement, but it does not belong in a labor contract. The preamble calls for more electives for students, including music, art, physical education, libraries and world languages. We agree - and would add career and technical education to the list as well. The preamble calls for using standardized testing as only one tool for assessment of students, for equity in allocation of resources to high poverty schools, and for more wrap-around support services for students. Again, we agree.
- I. The preamble also calls for reduced class sizes and workloads. Like teachers and parents, we are deeply concerned about teacher workload and class size. In fact, the Board has acted on this concern. This year, as a result of additional state and local funding and continued cost containment measures, PPS added more than 120 staff members directly into schools to reduce class sizes. We added educational assistants and other staff at 68 schools to relieve teachers of non-instructional duties, reducing workload. We have gone out to voters seeking school levies to pay for additional teaching positions and thus reduce class sizes and teacher workloads. Our current levy is bringing in more than \$50 million per year, which equates to approximately 550 teaching positions and has resulted in lower class sizes than many of our neighboring districts. In fact, Portland's student-teacher ratios are lower than in Beaverton, Hillsboro, and Salem-Keizer. In the last regular legislative session, we partnered with PAT to draft and support legislation that reformed state property tax law to take the portion of voter-approved school levy funds that are now diverted to urban renewal and redirect them back to schools. Based on this new law, we are hoping to renew our local option as early as this spring, which would add as much as \$4.5 million a year to PPS' budget. This would add another 50 teachers, again reducing class sizes.
- J. To formally address concerns around workload and class size, our bargaining team has proposed a collaborative work group of teachers and PPS representatives to work together on this issue, outside of contract negotiations. The work group would collaboratively look at the challenges around workload and class size, and would bring forth proposals that would best meet student needs. We believe a collaborative work group - similar to the union and school district work group that successfully worked to design the new teacher evaluation - is the best way to tackle this issue.

RESOLUTION

- 1. The Board reaffirms our commitment to reach a negotiated agreement with the PAT that helps our schools provide the best and most effective educational environment for students. A prolonged contract negotiations process disrupts schools and does a disservice to our students, families and teachers. The school district and the teachers association need to reach common ground in the interest of better serving our students.

November 12, 2013

We direct our bargaining representatives to continue using all the means at their disposal to reach a contract agreement in a timely manner.

2. The Board directs its bargaining team to continue to seek agreement from the PAT to develop a collaborative process outside of bargaining to address the issues of workload and class size.
3. The Board's highest priority is to increase our graduation rate, with students ready for college and careers. We believe that our current proposal provides strong and competitive salary and benefits as well as fair working conditions for our teachers. By removing the restrictive and outdated provisions of the contract that are impediments to student success, we believe we will have the teachers' association contract that our students and community deserve.