



Staff Analysis and Report to the Board

Board Meeting/Work Session Date: April 2, 2019

Senior Lead: Sharon Reese, CHRO

Department Lead: Carol Hawkins, Senior Director, Labor and Employee Relations

SUBJECT: Contract Ratification 2019-2020 PAT Collective Bargaining Agreement

I. BACKGROUND

The PAT CBA expires on June 30, 2019. In November the Board provided direction regarding a conversation with the PAT to discuss contract negotiations. Conversations with PAT resulted in a one year agreement which was approved by their membership on March 19, 2019.

The one year extension contains an agreed upon facilitation process and commitment by PAT and PPS to collaboratively develop language related to building and personnel files, professional conduct standards, and the complaint procedure. This group begins meeting on April 29.

The CBA also provides an across the board increase of 3%.

II. RELATED POLICIES/BEST PRACTICES

Labor Relations best practices encourage contracts to continue without a break to increase employee and management security.

III. ANALYSIS OF SITUATION

Portland Public School students benefit from skilled staff; continued contracts support this goal.

IV. FISCAL IMPACT

PAT- CBA with a 3% ATB (Across the Board) increase effective July 1, 2019.

V. COMMUNITY ENGAGEMENT (IF APPLICABLE)

VI. TIMELINE FOR IMPLEMENTATION/EVALUATION

These agreements will be effective upon expiration of the current CBA's and Board Ratification.

VII. BOARD OPTIONS WITH ANALYSIS

Request the board approve the PAT contract at this time.

VIII. STAFF RECOMMENDATION

Staff recommends ratification of PAT contract.

I have reviewed this staff report and concur with the recommendation to the Board.

Guadalupe Guerrero
Superintendent
Portland Public Schools

Date

ATTACHMENTS

(List all supporting documentation, including resolution, etc.)

- A.
- B.
- C.

PPS District Priorities FY 2018-19

1. Set a clear Vision and Strategic Plan
 2. Create equitable opportunities and outcomes for all students
 3. Build management and accountability systems and structures
 4. Allocate budget, funding and resources focused on improving outcomes for students
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