



Pasco Association of Educators

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## PAE behind the scenes!

A lot has been happening in PAE since classes resumed after our strike to improve Pasco's schools. This summer was marked by a tough negotiation that resulted in a new contract that better meet the needs of PAE members. Perhaps most importantly, it has provisions to improve Pasco schools in a multitude of ways – but only if it is enforced. Over the past 6 weeks, President Greg Olson and PAE lead bargainer, Matthew Polk have met with district administrators multiple times to represent the needs of teachers and advocate for members through rigorous contract enforcement. We've worked to make sure that TPEP forms are complete and faithful to the terms agreed to in the contract. Specifically, we've fought to ensure that building principals are gathering the evidence required for TPEP evaluations instead of continuing to direct teachers to gather those documents for them, as had been past practice. In recent years, many teachers were improperly asked to concoct artifacts and manufacture inauthentic evidence at the whims of evaluators – but we've put a stop to that. The responsibility for gathering evidence for an evaluation is now fully the responsibility of the evaluator. However, we've protected the rights of teachers to submit additional evidence if they desire or if they think an alternate artifact would more appropriately demonstrate their abilities.

We've worked to make sure that our curriculum committee positions are filled and that the members have all the resources they need to do their job well. There are specific deadlines that need to be met to remain in compliance with the contract, so we have been working to make sure that teachers serving on the curriculum committees have access to all the information they need to make informed decisions about what will best meet the needs of our students and staff. We've also been diligent in making sure that each of Pasco's 1134 certificated staff receives adequate classroom supplies and that each teacher is guaranteed their additional funding for special projects. (\$400 for elementary teachers and \$200 for secondary teachers). Though some buildings have easily adapted to the new process, there are a handful of principals that have had difficulty accepting the idea that all teachers at all worksites WILL have access to the supplies and materials needed to do their jobs. We have rectified almost all of these situations, but if you are still having trouble accessing the materials you need, please talk to a building rep, executive board member, or call the PAE office and we'll help you out!

Recently, PAE has helped represent teachers who are due additional compensation for overload and reassignments. Additionally, we are currently working with Employee Services to implement new contract language for extra-curricular positions. In the past, teachers were only given experience credit for the exact assignment they are working. In the new contract, teachers are given experience for the same **or similar positions, regardless of level**. This means that if someone had spent five years advising Spanish club at the high school and then moved to work with Spanish club at the middle school, they would be credited with 6 years of experience (previously they would start over at 1 despite their years of actual experience). It appears that the district totally ignored this new provision for most individuals who have an extra-curricular contract. If you are one of the hundreds of people who do extra-curricular work and you believe that this may impact you, please get in touch with PAE and we'll work to get it solved so you can receive the compensation increases that you have earned.