

# MARK YOUR CALENDARS...

(Please Note: Year-round schools may have different schedules.)



## May 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
2	3	4	5	6	7	8
			<b>Membership Mtg.</b> Wilson HS Library 5:30-7:30 PM			<b>"Stamp Out Hunger" Food Drive*</b>
9	10	11	12	13	14	15
16	17	18	19	20	21	22
			<b>E-Board Meeting</b> PFTCE Offices 5:30-7:30 PM			
23	24	25	26	27	28	29
30	31	<b>*Stamp Out Hunger Food Drive:</b> Please support your local brothers and sisters by participating in the 2010 Stamp Out Hunger food drive. Leave a bag of non-perishable food by your mail box on Saturday, May 8th for your mail carrier to pick up. Food will then be sorted by Union volunteers and delivered to local food banks.				
<b>Memorial Day</b> Schools & Offices Closed						

## June 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
			<b>Membership Mtg.</b> Location TBA 5:30-7:30 PM			
6	7	8	9	10	11	12
13	14	15	16	17	18	19
		<b>Last Day for Students</b>	<b>E-Board Meeting</b> PFTCE Offices 5:30 pm - 7:30 pm	<b>Last day for 190s</b>		
20	21	22	23	24	25	26
			<b>Last day for 200s</b>			
27	28	29	30			
			<b>Last day for 210s</b>			

# Portland Federation of Teachers and Classified Employees

PFTCE · LOCAL 111 · AFT-OREGON · AFT · AFL-CIO · CHARTERED 1919

**"A Union of Professionals...Working with Children"**

**PFTCE · 1919 - 2010 · 91 YEARS STRONG!**



May 3, 2010

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## SPEAKING MY MIND

BY BELINDA REAGAN  
PFTCE ACTING PRESIDENT  
& FIELD REP



Dear PFTCE Friends,

Thank you to everyone that braved the rain to come out in support of PFTCE's Paras and Bilingual EAs on April 26th! Despite the weather, and the last minute announcement of a tentative agreement to maintain the paras hours, requiring the "toning down" of the School Board rally, nearly 150 people attended the action! It was a GREAT event! Following the rally, I presented the following address to Carole Smith and the School Board, who will make the final decision on maintaining hours and jobs in May. You will hear from me as soon as I know the outcome...which I believe will be positive.



*Good evening, Superintendent Smith, and School Board Members. Thank you for allowing me this opportunity to speak on behalf of the 1450 classified employees represented by PFTCE, the Portland Federation of Teachers and Classified Employees.*

*I sit before you this evening to express my appreciation to the leadership of Portland Public Schools for promising to work with PFTCE towards our mutual goal of maintaining a strong, effective classified employee group, one that is allowed to earn a fair living wage, without a loss to their work day.*

*This morning, Superintendent Smith, HR Executive Director Hank Harris, and I met to discuss options for repealing the recent decisions that the Paraeducators' work day would be cut by 30 minutes next fall, and that Bilingual EA positions would be eliminated, to comply with Federal mandates. I believe that we are on the right course to finding a jointly acceptable resolution to these matters. Because of this, we have changed the tone of the rally we had planned for this evening in protest of these cuts. I spent my entire afternoon re-writing my already prepared "fire and brimstone" address to you. We've laid aside our pickets, and thrown away our sentiments of shock and disbelief at the unfair treatment of Classified employees. We are ready to work to end this nightmare. I believe that you are a woman of your word, Carole, as I am, of mine. If this matter is not settled, know that we will be back, more determined than ever to right these wrongs.*

*I realize that the School Board has tough budget choices ahead. The reality is this...I would not be sitting here tonight had cuts been proposed across ALL employee groups. But they weren't. Fairness is the issue at hand--and when 573 of PFTCE's members have been told that they will take a 7% cut next year, while no other groups are affected, you'll find that I'm like the lioness protecting my cubs. During this 'budget equalizing' process that lies ahead, I would like to ask you, Superintendent Smith and School Board members, to be mindful of the enormously important role Classified Employees play as an essential part of PPS; without us, this district would cease to function. We are a strong and fiercely-loyal group, and ask little of district administrators but the respect which we feel is our due.*

*Please remember this, as well...Portland Public Schools supports the largest population of special needs students in the state. When a child's needs cannot be met in rural areas throughout Oregon, their families often relocate to Portland. The highest rate of special-education-serviced children in Oregon lies right here in our district. I understand that there are those that believe that Portland Public Schools Paraeducators should be working on the same schedules as assistants in less urban areas who are seldom, if ever, required to maintain the level of physical, medical, emotional, and educational support of that required by the children in Portland's special ed classrooms. I would have to disagree with that philosophy...Portland is not Molalla, or Hillsboro, or Albany. As the major metropolitan school district in the state, the duties assigned the Portland Public Schools Paraeducator far exceed any other community, town, or city in Oregon.*

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I was involved, with many others, in the course of action known as the Special Education Stakeholders Group. Out of these many meetings and discussions, came the idea for the relocation of special education classrooms, known as continuum, which is now driving much of the change being undertaken by the Special Education department, affecting hundreds of paras and teachers, alike. However, I would like to mention that there were dozens of other equally important issues raised during these conversations, as well.

Always of primary significance to Paraeducators has been "team meetings", a time when the special ed teacher, and the paras with whom they work, can sit together and discuss the issues of the classroom; individual student goals and needs, IEPs, classroom management objectives, solutions to difficult situations, and general brainstorming. By maintaining the seven hour workday of the Paraeducators, which would allow for these meetings, the district can be assured that healthy, strong, well-functioning classrooms will prevail, as teachers and paras have an opportunity to congregate to share their thoughts, make plans, or discuss important topics. This is not only essential to the strength of the team, but has a significantly positive impact on the special needs children the team serves.

If I were the parent of a special needs student in Portland schools, I would insist that the caregivers most involved with my child's daily life have meaningful communication options in regard to my child. This is the method by which a flourishing classroom operates, allowing the development of programs necessary for the success of the students for whom we care. Please keep this in mind as we work to maintain the workday of our Paraeducators.

Each year, the district offers school board members, and local personalities, the opportunity to "perform" as school principal for a day. This year, I would like to make a suggestion--I would like to challenge these same participants, as well as you, Superintendent Smith, to work in another capacity for a day. Take the place of one of this district's Special Education Paraeducators. Work in a classroom caring a child that has seizures, or requires a special feeding protocol. Manage the feminine hygiene needs of a pubescent girl that doesn't understand what's happening to her body. Help the student who cannot go to the bathroom unaided, or must be physically hoisted from a wheelchair to a Hoyer lift—all the while, taking care not complain about your back pain for fear of losing your job. Change the diaper on a 175 lb. man-child, who has no control, unintentionally spraying urine during the process. Wipe the tears from the face of a student from Providence that cannot see or hear, and flails her arms, hitting you, uncontrollably, while sobbing. Try to avoid being battered by an angry, out-of-control high school student, twice your size, while attempting to defuse his fury with an imagined foe. Genuinely adore those in your care, while exhibiting the gentle warmth necessary to be a Paraeducator.

I challenge you to do these things. Work a day in the worn out shoes of a Paraeducator.

## PFTCE Membership Meeting

Wilson High School (in the library)  
(1151 SW Vermont St.)  
Wednesday, May 5th, 5:30-7:30 pm

Please join us as we:  
~ discuss proposed District cuts  
~ revisit unassignments and layoffs  
~find out what's happening in SPED?  
~look back at our year  
~swear-in new PFTCE E-Board members

The final unassignment meeting of this school year is scheduled for Wednesday, May 5th, at BESC at 4:30.

Please attend if you have any questions about the re-assignment process.

Buying a home can be scary. We can help.



buy where it counts!  
[www.aftplus.org](http://www.aftplus.org)

AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to [disclosureinfo@aft.org](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

## RECENT CHANGES TO YOUR UNION DUES...

By MICHELLE BATTEN  
PFTCE TREASURER



You'll notice, in your end of May paychecks, that your Union dues are slightly higher than what you are currently paying. This is because our affiliate, AFL-CIO, has instituted a monthly dues increase of 30¢ for everyone. We are required to "pass through" these increases directly to you. Please rest assured that PFTCE Local 111 will **not** be increasing its portion of your dues assessment, either. (In fact, we have not increased our dues since 2004.) The only increase you will see is that which goes directly on to AFL-CIO.

I'd like to take this opportunity to share with you how your dues are distributed. Only 35¢ of each dollar, deducted from your paycheck for dues, stays at the Local level. AFT-National receives 23% of your monthly dues, and AFT-Oregon continues to collect 38¢ of each dollar. The remaining few cents are distributed to the Northwest Oregon Labor Council and the AFL-CIO.

Please refer to the chart below to determine what your new dues rate will be. ~Michelle

Annual Salary	Member	Fair Share
\$50,000+	\$72.07	\$56.68
\$40,000-49,000	\$67.79	\$53.31
\$35,000-39,999	\$60.45	\$47.54
\$30,000-34,999	\$53.18	\$41.82
\$25,000-29,999	\$46.85	\$36.84
\$20,000-24,999	\$43.71	\$34.37
\$15,000-19,999	\$40.22	\$31.63
\$10,000-14,999	\$31.62	\$24.87
\$ 5,000 - 9,999	\$22.40	\$17.62
Misc. under \$5,000	\$13.67	\$10.75

## BECOME A FULL PFTCE MEMBER ...

...BY COMPLETING THE FORM BELOW

**Yes, I want to support the Union that supports me! I want to join the Federation and show my commitment to positive change in educational quality and working conditions for PFTCE Classified Employees.**

Name \_\_\_\_\_ Worksite \_\_\_\_\_

Residence Address \_\_\_\_\_ City/State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone (\_\_\_\_\_) \_\_\_\_\_ Employee ID# \_\_\_\_\_

PPS email address \_\_\_\_\_@pps.k12.or.us

Position:

\_\_\_\_ Secretarial/Clerical      \_\_\_\_ Educational Assistant      \_\_\_\_ Paraeducator

\_\_\_\_ Community Agent      \_\_\_\_ Campus Monitor      \_\_\_\_ CNA

\_\_\_\_ Library Assistant      \_\_\_\_ Sign Interpreter      \_\_\_\_ OT/PT

\_\_\_\_ Instructional Tech Asst.      \_\_\_\_ LPTA/COTA      \_\_\_\_ Other \_\_\_\_\_

I authorize School District No. 1 to deduct Federation dues from my payroll.

Signature \_\_\_\_\_ Date \_\_\_\_\_

FAX to (503) 236-3694, or send by PONY to PFTCE