Tentative Agreement – May 5, 2021
Bargaining Ground Rules
Portland Public Schools and Portland Association of Teachers

This agreement is between Portland Public Schools, School District No. II, Multnomah County, Oregon (District) and the Portland Association of Teachers (Association), together, "the parties."

All articles in the existing collective bargaining agreement (July 1, 2019 – June 20, 2020) not directly altered by this agreement remain in full effect in the successor agreement. The anticipated duration of the successor agreement is from July 1, 2020 until June 30, 2022.

Prior to the initial bargaining session, the Association and the District agreed that the impact of the COVID-19 epidemic on the members of the Association, the other represented and unrepresented District employees, the leadership team of the District, and most importantly the students and families served by the Association and the District has been significant enough that a limited-topic negotiation best meets the needs of all involved.

The Association has agreed to limit its proposals to COLA increases, to an adjustment to the early retirement incentive language, to clarifications and modifications of the Overage language, and to a limited-set of proposals addressing the recruitment, support and retention of educators of color working in Portland Public Schools.

The District has agreed to limit its proposals to clarifications and modifications of the Overage language, to proposals related to the disproportionate impact of Article 9 and the Student Rights and Responsibilities Handbook on students of color and students receiving SPED services, to proposals to create a differentiated approach to support to underserved schools, and to clarifications and modifications to the Middle School schedules.

The parties agree to the following ground rules:

1. PPS and PAT agree that, absent mutual agreement to the contrary, bargaining sessions shall be conducted virtually, with the first session occurring on May 5, 2021.

2. The parties shall agree prior to a given bargaining session which party shall be responsible for setting up the virtual meeting and the platform to be used.

3. PPS and PAT may mutually agree to have any or all of the bargaining sessions in closed session. In the event that sessions are open to the public, observers shall not be visible or audible to the bargaining teams during the session.

4. Bargaining sessions shall be recorded using the recording function on the utilized virtual meeting platform, and shall be open to observation to the public. The parties agree that, while the recordings may be made available for review, neither party shall use them for the purpose of disparaging the other party.
5. PPS and PAT shall be free to communicate about bargaining to the extent allowable by law. The parties may agree to create joint communications for distribution.

6. PPS and PAT agree that the mutual goal is to conclude these negotiations prior to the conclusion of the 2020-2021 school year, however the parties acknowledge that the current environment is unpredictable and therefore may necessitate modifications to the bargaining schedule.

7. PPS and PAT reserve throughout the process their legal rights and obligations under Oregon law.

For the District:

________________________________________
Brian Hungerford
Bargaining Chair

(Date)

For the Association:

________________________________________
John Berkey
PAT UniServ Consultant

05.05.2021
(Date)