



PAT/PPS

**Tentative Agreement:
COVID-19 Safety**



Ratification Process

- ❑ Tuesday, August 31, 9 pm: Bargaining Team reached Tentative Agreement
- ❑ Wednesday, September 1, 4:30-8:00 pm: PAT Executive Board reviewed TA. Voted unanimously for a DUE PASS Recommendation to Membership
- ❑ **Wednesday, September 8th 5:30 pm:** PAT All Member Meeting to Review TA
- ❑ **Wednesday, September 8th 5:30pm:** Ratification vote begins. Electronic Ballots emailed to all PAT Members
- ❑ Tuesday, September 14th, 12:00 pm: Electronic Balloting closes. Nominations and Elections reports results.
- ❑ Tuesday, September 14th 6:00 pm: PPS School Board votes on ratifying TA.

Materials Available to You

- Text of Tentative Agreement
- Side by side (text with explanation)
- Slides
- Ballot

PAT Bargaining Team's Priorities

- Safety and stability for students and educators
- Maintaining and improving the safety language we fought for last spring
- Getting concrete, actionable agreements in place

Covid Safety LOA

- Quarantine and Isolation
- Personal Protective Equipment
- Safety committees
- Remote Learning Option for Students
- Remote Accommodations and Leaves of Absence for Educators
- Communication- Safety
- Covid Testing
- Cleaning protocols
- Cohorts
- Ventilation
- Physical Distancing

Quarantine and Isolation

- When educators need to self-isolate, they will not lose pay. (4)
- The District will adhere to guidance from the MESD and Multnomah County public health officials. Staff and students exposed to Covid-19 must be excluded. (1)
- Schools must have an adequately supervised and equipped symptom space. (2)
- Students who show symptoms must be isolated. (11.b)

Personal Protective Equipment (PPE)

- ❑ KN95 masks will be provided to any educator who requests one. (3)
- ❑ KN95 masks and other protective equipment including gloves, face shields and protective garments for educators working with students who are unable to wear masks for prolonged periods of time. (11.j)
- ❑ Educators who work in focus classrooms will be provided with these items without having to request them. (11.j)

Safety Committees (5)

- The District will continue to have a Safety Committee at each school. The Safety Committee must include one to two PAT members selected by the Association members in the building.
- Rooms that do not meet safety protocols will not be used for in-person instruction.
- Individual educators and the safety committee will have safety checklists to assist them in their tasks.

Remote Learning Options

- ❑ The District opened the Online Learning Academy to any student whose parents wish to opt for an alternative to in-person learning
- ❑ This created at least 20 positions for remote educators. (9)

Remote Accommodations

- Professional educators who cannot receive vaccinations due to verifiable medical conditions, who live with at-risk family members who have not been vaccinated, or who cannot receive the vaccination due to bona fide religious reasons, may request reassignment to an appropriate distance learning position. **The District will make every reasonable and good-faith effort to effect the availability of the positions.**
(6)
- OLA positions will be filled by educators with a qualifying reason to need a remote
(10.a)
- Members assigned to OLA for a reason in (6) shall maintain job protection for their original position at their school. (10.b)
- In addition to the positions at OLA, the district has agreed to create at least 5 new remote positions to support students who must quarantine.
(7)

Leave Options (6)

- ❑ Educators with qualifying conditions who do not receive a remote assignment may apply for a FMLA/OFLA leave;
- ❑ If they do not qualify for FMLA/OFLA, they may request, and be granted, an unpaid leave of absence for the duration of the school year, with rights to return to work.

No Simulcast

- No educator shall be required to offer both distance learning and in-person instruction simultaneously.
(8)

Communication- Safety

The District must

- Publish the District's "COVID Case Protocol" (11.c)
- Publish an online guide for families which explains any risk to students, to families, and to the community that results from the return to in-person education, explains the safety protocols. The document shall be in all six PPS-supported languages, and supported by translation services for other languages. (11.d)
- Notify professional educators, as well as the wider school community, of any incident of COVID-19 infection/outbreak within that building (11.e and f)
- The District must inform families of students in classrooms where 3 feet of distance is NOT possible (13.a) .

Covid-19 Testing (11.g)

- PPS will participate in the Covid-19 testing programs provided by OHA.
- Every school must have both “**symptomatic**” testing available, and a **program for “asymptomatic” screening testing. (NEW)**
- Testing content forms will be included in registration materials, and PPS must follow-up with families until all forms are submitted. **(NEW)**
- Families who need support administering the tests shall be assisted by the SHA or building administrators. **(NEW)**

Cleaning Protocols

- ◇ PAT will be provided with the procedure that will be used to ensure that buildings do not run out of needed cleaning supplies. **(11.h)**
- ◇ The District shall provide properly working handwashing stations or adequate hand sanitizer for the classroom each week. The District shall also supply sanitizing wipes or spray for each work setting. **(11.i)**

Cohorts

- In all PK-5, and in self-contained grade 6 classrooms, the District will develop stable school-cohorts to manage risks in the potential spread of COVID-19. (17)

Room Temperature

- Educators can request an alternative space to meet with students if the room becomes too hot (11.k)

Ventilation (11.I)

◇ The District shall:

- ▶ Follow current guidance for ventilation and air quality set forth by the CDC and ODE.
- ▶ Follow CDC/ASHRAE guidelines for HVAC operation, including the maintenance of regular filter changeout schedules and periodic filter Inspections.
- ▶ Order a sufficient number of HEPA Air Purifiers to supply one in all rooms/spaces where students are designated to meet with professional educators.
- ▶ Adjust building HVAC outside air dampers such that the damper setting allows for the maximum air exchanges possible.

Ventilation (11.I)

◇ The District shall:

- ▶ Start HVAC systems two hours prior to buildings being occupied to bring fresh outside air into the building and operate HVAC systems continuously while the buildings are occupied and for two hours after occupation.
- ▶ For professional educators whose assignment requires them to be in a facility not operated by PPS, professional educators may work remotely if air purifiers that the district is purchasing or an alternative work space cannot be provided.
- ▶ Ensure that buildings will increase the amount of fresh outside air that is introduced into the system and create a plan for air exchange for times when conditions do not allow it.
- ▶ Ensure that buildings use exhaust systems to remove air from indoors to the outdoors.

Physical Distancing

- Support physical distancing in all daily activities and instruction, maintaining at least 3 feet between students in every learning space. (12)
- No professional educator will be required to work in a room that cannot accommodate the number of students with distance protocols. (11.j)
- When there is not enough space for students to be 3 feet apart, the district will first try to solve the problem by removing or rearranging furniture, or switching to a larger space. (13)

Physical Distancing

Specific Mitigations when 3 feet per student is NOT possible.

- The District must **inform families** of students in these classrooms.
- Measure the air-exchange rate in these classrooms, meet with the members who work in the space to share results, and make improvements whenever possible.
- Add additional air purifiers to double the number required by square footage
- The District will not assign students who are not required to wear masks under RSSL guidelines to rooms where three feet of social distancing is not possible.
- The District will not assign educators who have any medical issue, listed in number 6 above, to rooms where three feet of social distancing are not possible.

Physical Distancing– outside of classrooms

- The District will work with building staff to develop ways to minimize time standing in lines and take steps to ensure that required distance between students is maintained. **(16)**

Ratification Process

- DO Pass Recommendation from PAT Executive Board
- The Result of a yes vote
- The Result of a no vote



DO PASS Recommendation

On Wednesday September 1, following a presentation of the Tentative Agreement, **the PAT Executive Board voted unanimously to make a DO PASS Recommendation** to the PAT Membership to ratify this agreement.

The Result of a Yes Vote

- ❑ The tentative agreement and all protections therein, go into effect, pending PPS School Board ratification
- ❑ This agreement gives us legally binding safety conditions that we can enforce.

The Result of a No Vote

- We go back to the table.
- In the meantime the district, would impose terms.
- While some of these agreements may remain in effect, they would not be enforceable