Portland Association of Teachers
Representative Assembly

Welcome!

March 10, 2021  *This meeting will be recorded*
Agenda  4:30-6:30 pm

Welcome-- Norms and Agenda
E-Board Business
Treasurer’s Report
President’s Report
VP Report
Bargaining Update
Internal and External Organizing
Committee Reports
Staff Report
Open Forum for Questions
Virtual RA Norms

● Please “rename” yourself with your first and last name, school, and pronouns

● Listen to the speaker.

● Stay on topic

● Limit use of the chat so that important questions don’t get lost.
  ○ There will be time for questions, time to talk in smaller groups, and Open Q and A at the end
EBoard Business

PAT Executive Board Business March 3, 2021

- Approved 990 and Audit
- Approved the Financial revisions
- Approved the Nominations and Elections Report
Treasurer's Report
President’s Report
Governor’s Order

What she said on Friday:
● K-5 open March 29th
● MS and HS to open April 19th
● CDL only for certain circumstances

Also important to know:
Executive Order not written yet--
   Not clear what will actually be in it.
RSSL Guidance is being revised, expected next week.

Your Spring Break is NOT A TIME YOU CAN BE EXPECTED TO WORK.
Discussion Questions

- What is working in CDL that should not be disrupted?
- What are your students' greatest needs that are not being met in CDL?
- What would meet those needs?
- What is your vision for how spring instruction could be designed to safely meet those needs.

PAT Path Forward for Spring Instruction

- 83 building conversations in 79 schools
- 1517 educators participating in discussions
- 1390 educators completed individual feedback form
Percentage of Educators Reporting Each as the Greatest or Second Greatest Unmet Need in CDL

- Opportunities for Social Interaction
- Social/Emotional and Mental Health Support
- Academic Support

[Bar chart showing the percentage of educators reporting each need for high school, middle school, and elementary school.]
Opportunities for Social Interaction

Educators have lots of ideas to meet students’ needs for social interaction:

- Social groups
- Clubs
- Affinity groups
Opportunities for Social Interaction

- Affinity groups
- Art
- Movement
- Hands-on educational activities and extensions
Opportunities for Social Interaction

Outdoor activities
- Music
- Dance
- Gardening
What educators value in a plan for spring learning:

Striking commonalities in K-5, 6-8, 9-12:

- Robust CDL instruction maintained for core subjects
- In-Person opportunities that focus on the social/emotional health of students
- Expanded in-person offerings that focus on peer interaction, physical movement and things that are student interest focused
Returning to In-Person Learning

Fighting for a path forward built on safety, stability, and equity for our students.
What WE Believe in:
Spring Plans built **safety, stability, and equity** for our students

- Building a program around what students need
- Students in CDL need same or better experience
- Least amount of disruption for kids
- Educator voice per building in determining in-person model
- Building toward a better and more comprehensive Fall return
Vice-President's Report
## ODE Ready Schools Safe Learners Metrics

<table>
<thead>
<tr>
<th>METRICS &amp; MODELS</th>
<th>ON-SITE</th>
<th>ON-SITE AND HYBRID</th>
<th>ELEMENTARY ON-SITE AND HYBRID TRANSITION</th>
<th>DISTANCE LEARNING</th>
</tr>
</thead>
<tbody>
<tr>
<td>County Case Rate per 100,000 People Over 14 days</td>
<td>&lt;50.0</td>
<td>50.0 to &lt;200.0</td>
<td>200.0 to ≤350.0</td>
<td>&gt;350.0</td>
</tr>
<tr>
<td>County Case Count over 14 days for small &amp; medium counties</td>
<td>&lt;30</td>
<td>30 to &lt;60</td>
<td>60 to ≤90</td>
<td>&gt;90</td>
</tr>
<tr>
<td>County Test Positivity¹ Advised for to medium and large counties³</td>
<td>&lt;5.0%</td>
<td>5.0% to &lt;10.0%</td>
<td>≤10.0%</td>
<td>&gt;10.0%</td>
</tr>
<tr>
<td>Advisory Instructional Model</td>
<td>Prioritize On-Site or Hybrid (as needed to maintain small cohorts) instructional models.</td>
<td>Prioritize careful phasing in of On-Site or Hybrid for elementary schools (starting with younger students and adding additional grades over time).</td>
<td>Prioritize careful phasing in of On-Site or Hybrid for elementary schools (starting with younger students and adding additional grades over time).</td>
<td>Prioritize Comprehensive Distance Learning with Limited In-Person Instruction.</td>
</tr>
</tbody>
</table>

¹ Advised for medium and large counties.
³ Advised for medium and large counties.
⁴ Advisory instructional model.
⁵ Distance learning.
## CDC Metrics

### Table 1. CDC Indicators and Thresholds for Community Transmission of COVID-19

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Low Transmission Blue</th>
<th>Moderate Transmission Yellow</th>
<th>Substantial Transmission Orange</th>
<th>High Transmission Red</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total new cases per 100,000 persons in the past 7 days</td>
<td>0-9</td>
<td>10-49</td>
<td>50-99</td>
<td>≥100</td>
</tr>
<tr>
<td>Percentage of NAATs that are positive during the past 7 days</td>
<td>&lt;5.0%</td>
<td>5.0%-7.9%</td>
<td>8.0%-9.9%</td>
<td>≥10.0%</td>
</tr>
</tbody>
</table>
Multnomah County Dashboard Data

Updated 03/08/2021 This dashboard provides an interpretation of each county’s Oregon Health Authority (OHA) COVID-19 data in terms of the
## Multnomah County Dashboard Data

Case counts over the last 3 2-week periods

<table>
<thead>
<tr>
<th>County</th>
<th>Time Period</th>
<th>Advisory Instructional Model</th>
<th>Cases per 100,000</th>
<th>Case Count</th>
<th>% Testing Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multnomah</td>
<td>02/07/2021 - 02/20/2021</td>
<td>On-Site (OS) &amp; Hybrid</td>
<td>107.1</td>
<td></td>
<td>3.0</td>
</tr>
<tr>
<td>Multnomah</td>
<td>02/14/2021 - 02/27/2021</td>
<td>On-Site (OS) &amp; Hybrid</td>
<td>91.0</td>
<td></td>
<td>3.0</td>
</tr>
<tr>
<td>Multnomah</td>
<td>02/21/2021 - 03/06/2021</td>
<td>On-Site (OS) &amp; Hybrid</td>
<td>62.7</td>
<td></td>
<td>2.2</td>
</tr>
</tbody>
</table>
Vaccinations

Every educator has had the opportunity to have been fully vaccinated before April 8.

Also,

- Now Eligible to be vaccinated: All Oregonians 65+
- Eligible no later than March 29: Adults 45–64 with one or more underlying health conditions with increased risk, Migrant and seasonal farm workers
- Eligible no later than: **May 1, 2021**: Frontline workers as defined by CDC, Multigenerational household members, Adults 16–44 with one or more underlying health conditions with increased risk.
Bargaining Update
● PAT offered, and PPS accepted, Saturday and Sunday (March 13 and 14) for all-day bargaining.
  ○ Small-Group meeting all day TODAY (March 10)
  ○ Full Teams TOMORROW from 9 - 1 (March 11)
Some Progress

● Our Team set the highest safety standard months ago and we stuck to it.
  ○ Now, we have achieved those standards in rate of infection (below 3%) and in new case per 100,000.
  ○ Governor has cut legs out of fighting for other standards.
## Bargaining Safety: Where we have agreement

<table>
<thead>
<tr>
<th>What educators and school staff need to be safe</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fully Vaccine And time to be effective</strong></td>
<td>Governor prioritized educators and front line school staff</td>
</tr>
<tr>
<td><strong>Proper Ventilation</strong></td>
<td>District will provide every room a portable hepa filtering device in every classroom</td>
</tr>
<tr>
<td><strong>Masks, and protective clothing and gloves for educators that work with students with special circumstances</strong></td>
<td>KN95, upon request educators can ask for additional protective equipment if they are working with students with special circumstances</td>
</tr>
<tr>
<td><strong>Physical distancing</strong></td>
<td>35 sq ft per person</td>
</tr>
<tr>
<td><strong>Cohort size</strong></td>
<td>The size of the room will determine the cohort size.</td>
</tr>
<tr>
<td><strong>Hand washing</strong></td>
<td>Hand washing stations if proper working faucets are not available, including soap. Hand sanitizer in every room.</td>
</tr>
<tr>
<td><strong>Cleaning</strong></td>
<td>Custodial mid-day cleaning</td>
</tr>
<tr>
<td><strong>Contact tracing</strong></td>
<td>Multnomah County contract tracing at 95%</td>
</tr>
<tr>
<td><strong>Covid case numbers 3%</strong></td>
<td>Current case numbers in Multnomah County are just below 3%</td>
</tr>
<tr>
<td><strong>Educationally sound return</strong></td>
<td>Planning time equal to CDL, no requirement to do in person and on-line in the same day, PD prior to in person instruction, No simulcast</td>
</tr>
</tbody>
</table>
Bargaining Survey Results

We heard from 3082 members.

___ reported that childcare is a barrier

___ reported that they live with a
Q11 How important to you is our current bargaining proposal that educators have 5 work days to prepare before switching to a hybrid model?

Answered: 3,066  Skipped: 16
Q12 How important to you is our current bargaining proposal that educators who are not able to teach in-person be given an assignment which allows them to teach remotely?

Answered: 3,066  Skipped: 16
Bargaining Survey Results

Q14 How important to you is our current bargaining proposal to have a Safety Committee for each building, “to ensure that all of the provisions pertaining to health and safety in this agreement are in place”?

Answered: 3,066  Skipped: 16
What we are still asking for in Bargaining:

- Safety Committees with teeth
- Remote assignments for educators who need to remain remote
- Planning time for transition
- Maintaining daily planning time
- Instructional materials for CDL and in-person
- Maintaining CDL for students who choose it
Update from Small Group Bargaining Today:
All-Member Bargaining Update
Tentatively Planned for Friday Afternoon.
Questions?
Breakout by Grade?
Internal and External Organizing Update
This Week’s Actions:

1) 3/12 @ 3pm - Rally to support SEIU Members - Custodians and Nutrition Services at Woodmere Elementary School

2) 3/13 @ 3pm - Rally to support MXM BLOC - Centering BIPOC Families and Teachers

3) ASAP Safety - focused Social Media Campaign
Committee Reports
Unassignments and Transfers - Article 18

- The good news: no overall reduction in staffing for next year
- Unassigned educators and others seeking transfers - follow Article 18. See the Advocate and FAQs for specific information.
- Generally, the least senior person in the subject area will be unassigned (exceptions may be requested to maintain racial or gender balance, or multilingual ability relevant to the assignment)
- March 18 & March 19, 4:30-6:00 p.m. - PPS Info Meetings for Unassigned Educators
CONGRATULATIONS!
New Executive Board Members

Angela Bonilla, Instructional Specialist, Scott School
Tina Lamanna, 2nd Grade teacher, Markham Elementary School
Beyoung Yu, ESL teacher, Rosa Parks Elementary School
Shannon Foxley, Counselor, da Vinci Arts Middle School
MEMBERSHIP Committee Report

National Board Certification - Opportunity for BIPOC and Early Career Educators

Learn about National Board Certification and available funding and supports.

- OEA members who are BIPOC or Early Career (in first 3-5 years of the profession)
- Most of the costs paid for through an NEA grant
- Receive on-going support and 1-1 coaching!

National Board Certification Information Sessions:

April 7, 2021: for BIPOC members
April 8, 2021: for Early Career members

Register Today!  oregoned.org/NBCT
New PAT-sponsored scholarship opportunity for future educators of color!

- One scholarship for $6,000 will be awarded to a graduating PPS senior, who identifies as a person of color, and who plans on becoming a certified educator.
- Another $6,000 scholarship will be open for any PPS employee of color, who is not yet a certified educator.

Download applications at our website
Help us Celebrate Asian/Pacific Islander Heritage Month
May is Asian/Pacific Islander Heritage Month, and our PAT Social Justice and Community Outreach Committee and our PAT Racial Equity Committee are once again teaming up to bring events and resources into our classrooms and our community.

If you are interested in helping to plan for APIHM or have lessons/resources to share, please contact Tiffany Koyama Lane at tiffanykoyamalane@gmail.com and Karen Liao at karenliao273@gmail.com.

PAT BLM Shirts-- Limited Supply Left
In February, we had hundreds of members participate in our Black Lives Matter Week of Action, including coming by PAT to pledge to participate and pick up a shirt. We have a small number of BLM shirts left, in Unisex sizes Large, XL, and XXL, and would love to get them to members. If you are still interested in getting a shirt in one of these 3 available sizes, please fill out this form. These are first come, first serve! Thank you for showing up for Black Lives!
Legislative Committee Report

- Virtual Legislative Advocacy Week: Register Here
- Upcoming School Board Races
Staff Report
March Rep Checklist

1st Priority

- Use your 1:10 for the following:
  - Turnout members to March 13th Mxm Rally at the BESC.
  - Turnout members to March 12th SEIU rally at Woodmere Elementary.
    - Identify an external organizer in your building to help build parent, community, and labor support for our bargain. Work with your external organizer to id parent leaders.

Ongoing

- Hold a PAT Building Meeting (slides provided).
- Using your 1:10 structure, work with your building organizer to get members to wear PAT Blue on Tuesday each week.
- Hold PAT Rep/Administrator Monthly Meeting. Bring issues forward from members, use the contract, and report back to members what happened.
- Schedule regular meetings with your administrator to discuss issue from your site.
Next RA

Wednesday, April 14th, 4:30-6:30PM
Break-out Room
Raffle Prize
Open Forum: Q and A