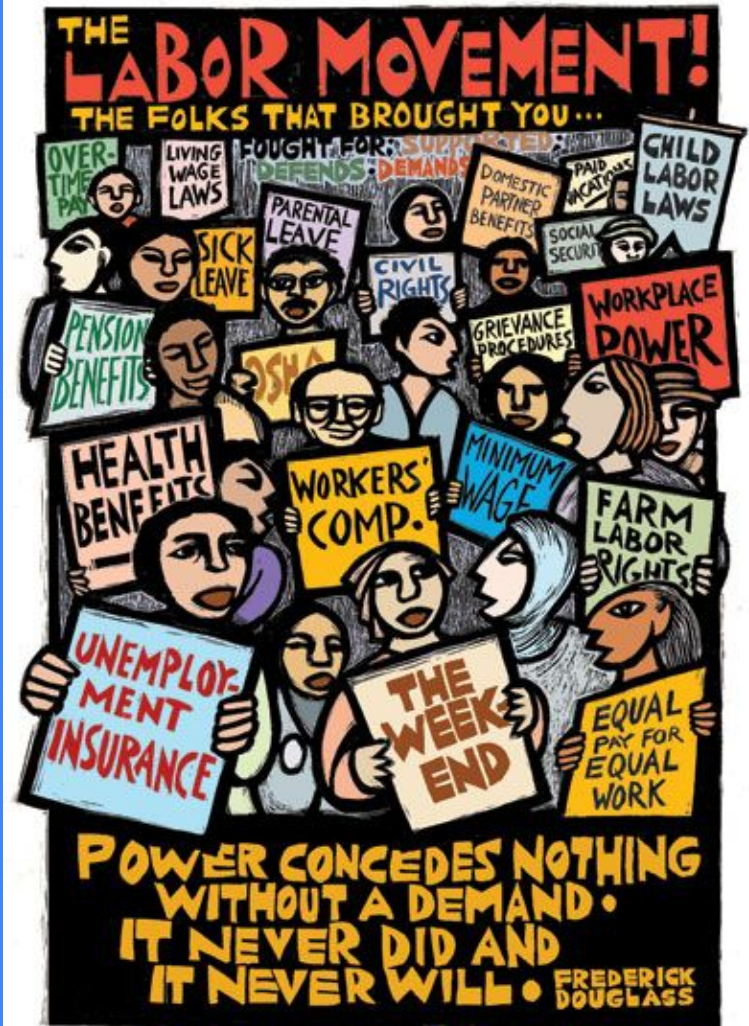


Welcome to the Portland Association of Teachers (PAT)



Teacher Unions are a part of the Labor Movement



What are Teachers Unions for?

*Educators organizing to improve our working conditions
and our students' learning conditions:*

FULLY FUNDED SCHOOLS

Teacher Voice in School and District Decision-making

Student and Educator safety

Academic Freedom

Positive School Climate

Relevant Professional Development **Adequate Planning time**

Racial Equity and Social Justice

97% of our Educators CHOOSE to be PAT Members: Here's Why...

Bargain a Strong Contract

There's power in numbers.

- Wages and benefits
- Working conditions
- Academic Freedom
- Safety
- So Much more...

Work together for children and education

- Improve learning conditions and wrap-around supports for our students
- Ensure that each educator has the resources, mentoring and support every professional needs

Be a voice in running your union

Vote on your contract changes, vote for union leaders, run for union office

Advocate for Racial Equity and Social Justice

Join forces with other educators other unions to impact social, economic, and civil rights justice issues

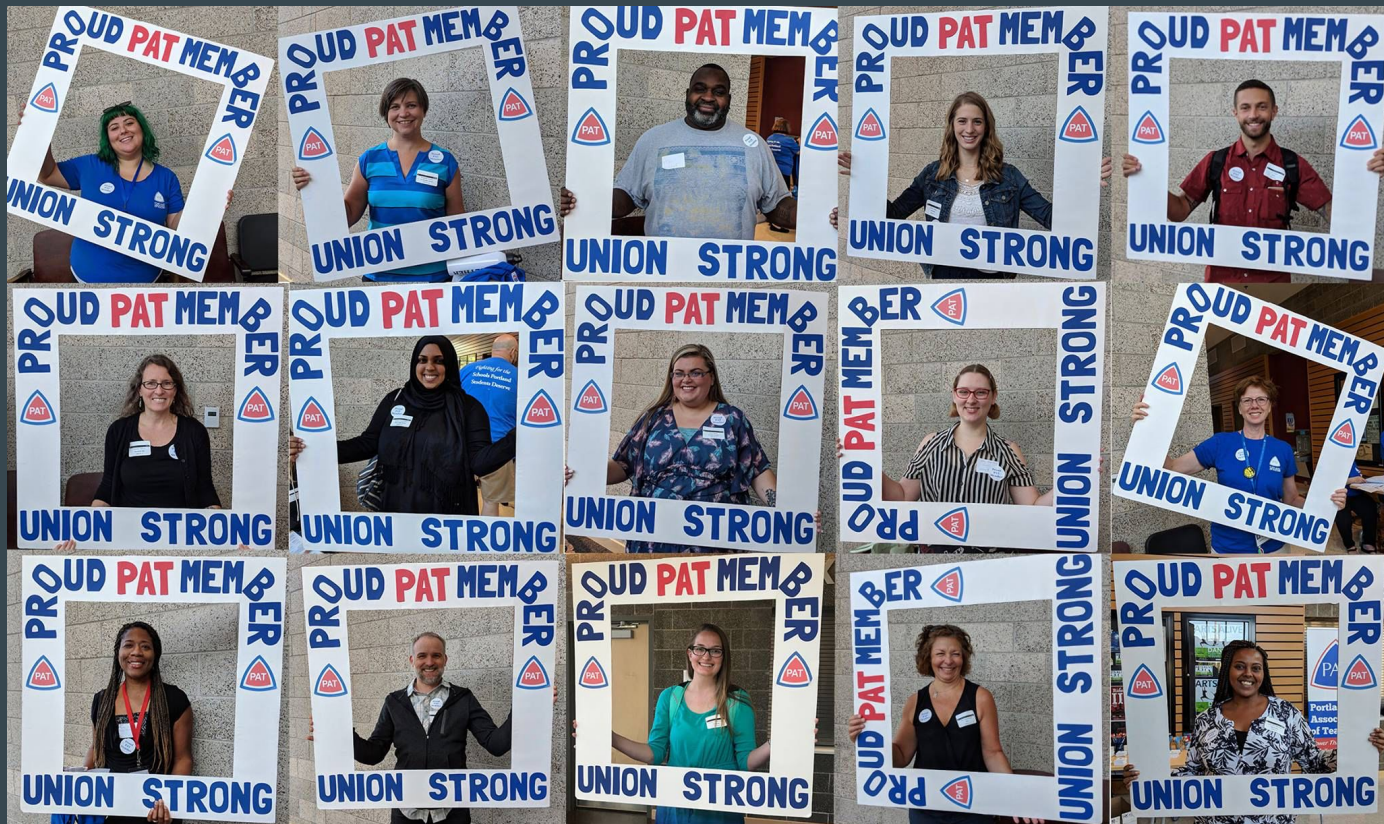
Join a Community of Educators

Connect with like-minded colleagues across the district, state and nation who are working to better students' lives

Membership Doesn't Cost — It Pays!

Have access to financial, advocacy, professional practice, licensure and other trainings

The Union starts with YOU



Join
us!



Contract Negotiations

We use our collective voice to bargain the best contract we can.

The PAT/PPS Contract includes:

- Salary and Benefits
- Teacher Evaluation
- Work Year and Work Day
- Workload (including class size and case-load)
- Due Process
- Safety
- School Climate
- Transfer
- New Educator Mentoring
- Retirement Benefits
- Academic Freedom
- Classroom Moves
- And More!



How to get help when you need it:

1. Ask your colleagues. Get a Mentor if you can.
2. Find out who **your Building Reps** are. They can either help you with what you need, or connect you with someone who can.
3. **Contact the PAT office**. If you have an issue that is serious or private, contact your union office directly.
4. **Read your contract!** It pays to know your rights and available opportunities.



How Does Our Union Work?

Portland Association of Teachers: A Member-Driven Union

PAT MEMBERS



Representative Assembly

Executive Board

Your PAT Officers

- Elizabeth Thiel - President

9th grade English - McDaniel High School (on release)



- Gwen Sullivan - Vice-President

Teacher Librarian - Chapman Elementary School
(on release)



- Tina Lamanna - Interim Treasurer

2nd Grade - Markham Elementary

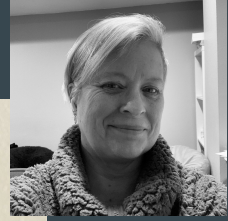


- Alisha Chavez – Secretary

Special Education – Atkinson Elementary School



PAT Executive Board



- The Executive Board is elected by members to set PAT Goals, oversee the budget, and support Building Reps
- E-Board Directors are full-time educators

PAT Building Representatives

- You and your colleagues elect PAT Building Reps for your school-- you can have 1 Rep for every 9 members.
- Reps are your “go to” if you have questions or concerns about your duties, your contractual rights, and how to get the support your need

PAT Staff is here to help!



John Berkey



Peter Brogan



Mu Son Chi



Jennifer Dixon



Kelly McKenna

Visit the PAT Office
345 NE 8th Ave

PAT Committees

- Bargaining
- Instruction and Professional Development
- Racial Equity
- Legislative
- Membership
- Substitute Teachers
- Social Justice & Community Outreach
- Advocacy
- Nominations and Elections

Interested in learning more? [Sign up here!](#)



PORTLAND
ASSOCIATION
OF TEACHERS

Strength in numbers!

PAT is affiliated with



Great Public Schools for Every Child

**What is PAT
up to?**

Our 2021–2022 PAT Goals:

1. Organize to ensure safety of our members, our students, and our community in the COVID-19 pandemic.
2. In upcoming contract negotiations, organize our members and the public around a shared vision for Schools Portland Students Deserve, including instructional equity, the need for small class sizes, healthy school environments, and the physical and mental well-being of students and adults, so clearly underscored by the pandemic.
3. Center racial equity in our union and communities we serve, including implementation of the gains we made in our last contract, expanding our racial justice training and education, and organizing affinity spaces for educators of color.
4. Expand member participation and two-way communication, rooted in a strong foundation of union values, organizing, and anti-racism.

Power through our Collection Action

1st and most pressing goal
Safety!!!

Safety of ALL Staff and Students

- What will it take for this reopening to be SAFE for students, staff, and the community?

Our Contract

Our Contract Benefits You and the Students You Serve

- We believe in a **strong public education**
- **Our working conditions are our students' learning conditions**
- We strive to attract educators like you, and make sure you are respected and supported in your role.

What are some of the things we bargain for?

- Workload/Caseload and Class Size limits
- Adequate Planning Time
- Negotiated Wages and Benefits
- Academic Freedom & Instruction
- Mentor Educator Program
- Intentional supports for Educators of Color
- PD in all schools on School Climate and Racial Equity

Our Bargaining Team



GET TO KNOW YOUR CONTRACT

- Probationary period the first 3 years
- Check in with Building Rep to make sure your evaluation is supportive and follows the agreed-up process.
- If you are struggling, reach out! Your union is here to help.

GET TO KNOW YOUR CONTRACT

- Find out what is *required* during workday
- Review your schedule with your Building Rep
- This year is going to be a challenge for all of us-- we will need to work together!

**Our strength comes from our
members and our collective action.**

Join us!



go to: www.pdxteachers.org/new_members