

	Location of Change:	Rational	EBOARD Position
1	Article 2: Adds: <b><u>PAT is affiliated with the NEA (National Education Association) and the OEA (Oregon Education Association).</u></b>	Adds Clarity	Do PASS
2	Article 3: This Association shall be a nonprofit corporation and shall have as its general purpose the representation of its members in all matters relating to their employment, <b>and</b> the development and improvement of their profession, <b>and support of the education and well-being of our students.</b>	Adds clarity to our work	Do PASS
3	Article 3: To work among <del>citizens</del> <b><u>community members</u></b> for broad support of public education and the profession;	Better aligns with our Racial Equity and Social Justice values	Do PASS
4	<p><b>ARTICLE 4 MEMBERSHIP</b></p> <p><b>Section 1 Classes</b></p> <p><b>a) <del>Active</del> Membership</b></p> <p>i. Except those persons <b><u>employed in supervisory or confidential positions, and education support professionals, ed</u></b><del>ordinarily engaged at least 50% of their time in administration, supervision, or evaluation of teacher personnel, active</del> membership in the Association shall be open to all professional personnel employed or to be employed by School District No. 1, Multnomah County, in a position for which a teaching or other professional license is required; <del>and to any others whom the Association may deem eligible. Active m</del>Membership is limited to persons who maintain membership in the state and national affiliates.</p> <p>ii. Individuals eligible for <del>active</del> membership shall acquire membership by a process of enrollment established by the Association. <del>Individuals who are eligible for active membership, but who decline to enroll as members, shall not be classified as members, but as fair share fee payers. (See Article 5.)</del></p> <p>iii. <del>Active</del> Membership will continue until one of the following occurs:</p> <p style="padding-left: 40px;">The member resigns from the school district; or</p> <p style="padding-left: 40px;"><b><u>The member resigns from the Association (no resignation shall be valid during a strike authorized by the Association, or within fourteen days preceding the commencement of a strike); or</u></b></p>	Incorporates changes due to Janus. Aligns with state law and our contract	Do PASS

	<p><b><u>The member revokes their membership between August 1 and October 1 of any year, by submitting a written request to revoke said membership, to the Portland Association of Teachers, or the Oregon Education Association. Requests to revoke membership after October 1 will go into effect October 1 of the following year; or</u></b></p> <p>The member takes an unpaid leave of more than one year (except for leaves to serve as an officer of the Association or of its state or national affiliates; or leaves for members of the military service who are called to active duty); or</p> <p>The member fails to pay membership dues (except for leaves for members of the military reserve who are called to active duty, for whom the charge of dues will be suspended when his/her salary is terminated, and will remain suspended until his/her salary is resumed).</p> <p>iv. <del>Active</del> <b>M</b>embers whose employment has been involuntarily terminated shall be considered active members with all the rights and privileges of membership during the period in which their termination is litigated. Dues payments shall be suspended during the term of litigation.</p> <p>v. <del>Active</del> <b>M</b>embers who are “reduced in force” (RIF’d) may choose to continue as members for the period in which they are eligible to be recalled. Dues payment shall be suspended during this period.</p>		
5	<p><b>b) Retiree Membership</b></p> <p>Retiree membership shall be open to any person retired from employment in the Portland Public Schools, who was <del>an active</del> member immediately prior to retirement, who maintains retiree membership in the OEA and NEA, and who is no longer eligible for active membership. Retiree membership shall not include the right to vote, the right to be included in the count for determining the quota for representatives to the Representative Assemblies, or the right to hold <del>elective elected</del> office. Retiree membership shall include the right to hold PAT <del>appointive</del> <b>appointed</b> positions.</p>	Adds Clarity, aligns with rest of bylaws	Do PASS
6	<p><b>Section 2 Rights, Limitations, and Obligations of Membership</b></p> <p>a) <del>Active</del> <b>M</b>embers shall have the right to vote and to hold elective office or appointive position.</p> <p>b) <del>All</del> <b>M</b>embers shall be eligible to receive special services and reports and publications of the Association.</p> <p>c) The Association shall not deny membership to individuals, on the basis of race, gender, age, religion, sexual orientation, gender identity, ethnicity, or</p>	Incorporates changes due to Janus. Aligns with state law and our contract	Do PASS

	<p>cultural heritage.</p> <p>d) Members of the Association shall not <b><u>work for be employed by</u></b> any school districts whose OEA-NEA affiliates are currently on strike.</p> <p><b><del>e) Withdrawal from the Association may be accomplished by writing and delivering a letter to the office of the Association prior to October 1 of any year. Letters received prior to October 1 shall be effective October 1 of the same year. Otherwise, they shall be effective October 1 of the ensuing year.</del></b></p>		
7	Article 4, Section 4: For <b>active</b> members	Due to Janus	Do PASS
8	Article 4, Section 4: <b><del>The annual membership dues for each associate member shall be one-half of the annual PAT active member dues plus the dues of the appropriate class of membership in the NEA and OEA as prescribed by the respective bylaws.</del></b>	Removed because we do not have associate members in our bylaws, adds clarity	Do PASS
9	Article 4, Section 4: <b><del>The annual membership dues for each substitute members shall be assessed according to the appropriate class of membership as determined by membership in NEA and OEA as prescribed by their respective bylaws.</del> <u>25% of full-time PAT dues.</u></b>	25% is what substitute members currently pay. This is no change in practice, just adds clarity for those responsible for calculating dues	Do PASS

	<p align="center"><b>ARTICLE 5 FAIR SHARE FEE PAYERS <u>NON-MEMBERS</u></b></p> <p><b>Rights, Limitations, and Obligations of Fee-Payers</b></p> <p><b><u>Fair share fee payers– Fee Payers Individuals who are part of the PAT bargaining unit but who do not meet the criteria of membership (as defined in Art. 4 Sec.1 (a) ii) are defined as non-members. Non-members</u></b> shall be accorded the rights and privileges as required by law and determined by the Executive Board.</p> <p>A. <b><u>Non-members</u></b> may not vote in any elections including contract ratifications, strike votes, and contract exceptions.</p> <p>B. <del>Fee Payers</del> <b><u>Non-members</u></b> may not hold elected offices, appointed positions, or serve on committees.</p> <p>C. <del>Fee Payers</del> <b><u>Non-members</u></b> shall be eligible to receive reports and publications of the Association, <b><u>but are not entitled to other member services not afforded by the law.</u></b></p> <p>D. <del>Fee Payers are not entitled to free member services that are or could be designated as “non-chargeable” expenses by the OEA, NEA, or any legal body.</del></p>	<p>Due to Janus, reflects current practice</p>	<p>Do PASS</p>
<p>1 1</p>	<p><b>Article 6:</b></p> <p><del><b><u>A contract based on established written policies and specifying the salary, terms, and conditions of office shall be agreed to by the president and the Executive Board, and shall be placed on highest column, highest step of the salary schedule, plus 21%.</u></b></del></p>	<p>Based on policy, the current president receives 40 additional days of work as pay. When we had 190 workyear; this was 21%; when we moved to 192 days, this became 20.8%. Conversion to % instead of days for intent of language; Moved to bylaws from policy to aid in transparency</p>	<p>Do PASS</p>

		Removal of contract because it isn't really a "contract"	
1 2	Begins in Article 6, throughout contract: <del>his/her</del> <u>their</u>	Better Aligns with our Social Justice Values	Do PASS
1 3	Article 6: <del>The Association shall ensure that the president is appropriately bonded.</del> <u>The President shall ensure that PAT officers are insured through OEA's bond program</u>	Adds Clarity	Do PASS
1 4	Article 6: <u>The president shall appoint the Trustees to the Health and Welfare Trust; these appointments shall be subject to the approval of Executive Board.</u> The president may rescind appointments of chairpersons and members of all committees <del>and</del> <u>, task forces, and the Health and Welfare and Trust.</u>	Adds more definition to current practice, requires eboard approval now (didn't use to)	Do PASS
1 5	Article 6: The president may <del>recommend</del> <u>designate</u> local members to represent the Portland Association of Teachers at community organizations and coalitions.	Adds clarity	Do PASS
1 6	Article 6: <u>The President has the authority to release members to work on special projects, in accordance with existing policies.</u>  <i>Existing Policies are:</i> <i>Other Member Release Greater Than Sixty (60) Days</i> <i>The PAT President, at his/her recommendation and with the approval of the Executive Board, may release other officers, Executive Board Directors, or members to meet the goals of the Association. For release greater than sixty (60) days, the Association will reimburse the District at the member's per diem rate and benefits according to his/her placement on the salary schedule.</i>  <i>A. Other Member Release Sixty (60) or Fewer Days</i> <i>The PAT President at his/her discretion and authority may release members to conduct the work of the Association. The Association will reimburse</i>	Adds clarity and definition to role, aligns with current practice	Do PASS

	<i>the District for the cost of the substitute (salary and benefits) as provided by the District.</i>		
1 7	Article 6: <del>The Association shall ensure that the vice-president is appropriately bonded.</del>	Removed for clarity	Do PASS
1 8	Article 6: <u>The secretary will provide a written summary of Executive Board business to be available to the Representative Assembly, and a written summary of Representative Assembly business to be available to the general membership.</u>	Adds clarity to the role of secretary;  Defines process to comply with bylaws	Do PASS
1 9	Article 6: <del>The Association shall ensure that the treasurer is appropriately bonded.</del>	Adds Clarity	Do PASS

2 0	Article 6: The president, vice-president, secretary, and treasurer shall be elected to a two-year term, and may be reelected. No officer shall <u>be elected to</u> serve more than two (2) consecutive <u>full</u> terms.	Adds clarity, conforms to current practice	Do PASS
2 1	Article 7: <del>requested</del> <u>assigned</u>	Adds clarity	Do PASS
2 2	Article 8: In addition, the <del>PAT-Retired</del> <u>Portland Metro Area Educators - Retired</u> president,	Name change to conform with new name of PMAE-R	Do PASS
2 3	Article 8: In the event that no member of the Executive Board is <del>an ethnic minority a person of color,</del> an additional director who is a <del>member of an ethnic minority a person of color</del> shall be <del>elected at large.</del> <u>The director shall be appointed by the President and approved by the Executive Board. elected within three (3) regularly scheduled Representative Assembly meetings in accordance with procedures established by the Executive Board.</u>	Adds clarity to practice;  Better Aligns with our Racial Equity Goal	Do PASS
2 4	Article 8- Section 4: The Executive Board shall <del>approve an annual contract with the president;</del> advise the president on the management of the Association; <del>approve participate in the selection the employment</del> of professional staff <del>off in</del> <u>accordance with OEA policies;</u>	Better clarifies role of Executive Board	Do PASS
2	Article 8, section 4c: <del>Meetings regularly scheduled by the Board shall not</del>	Removed for	Do PASS

5	<del>require a written request.</del>	clarity	
2 6	Article 8, section 4d: The Executive Board shall <del>approve the development</del> <b>oversee</b> <del>of workshops and trainings offered by the Association. conferences for Association members, task forces, committees, and Association representatives.</del>	Adds clarity to represent E-Board roll	Do PASS
2 7	Article 8, section 4j: The Executive Board shall enforce provisions in the OEA and NEA Constitutions, Bylaws, and Standing Rules that require <del>ethnic minority</del> representation <b>of people of color</b> in appointments to offices, committees, and representative bodies.	Better Aligns to our Racial Equity Goals	Do PASS
2 8	Article 8. Section 4k: All actions of the Board shall be reported to the members of the Representative Assembly <b>by the Secretary.</b>	Defines process, adds responsibilities to secretary role	Do PASS
2 9	Article 9, Section 3A: For each job site and program area, and for substitute teachers as a group, active members of the Association, through open nominations, shall annually elect by secret ballot an active member(s) as representative(s) to the Representative Assembly. Elections <b>for the following school year</b> shall be <del>held in April of each year and</del> reported to the May Representative Assembly.	Adds clarity	Do PASS
3 0	Article 9, Section 3b: each nine (9) <b>active</b> full-time equivalent  a) <b><u>Substitute educator members who worked 70 days or more will be considered full-time equivalent.</u></b>	Due to Janus decision  Adds clarity for substitute members representation.	Do PASS
3 1	Article 9, Section 3c: The head Association representative along with other Association representatives <del>may</del> <b>shall</b> call meetings of Association members in their building or group,	Better defines role of rep	Do PASS
3 2	Article 9, Section 3e: The Representative Assembly shall have <del>ethnic minority</del> <b>members of color</b> representatives in a percentage not less than the percentage of <del>ethnic minority membership</del> <b>members of color</b> in the Association. In the event such numbers of <del>ethnic minority</del> <b>members of color</b> representatives are not elected, additional representatives shall be elected by Representative Assembly from a ballot containing only <del>ethnic minority</del> <b>members of color</b> candidates to meet the minimum number.	Language Change to better aligns to our Racial Equity Goals	Do PASS

3 3	Article 9, section 4: Resolutions <b><u>committing</u></b> the Association to support a philosophy or long-term goal. <b><u>Therefore resolutions</u></b> shall be <b><u>submitted to adopted by</u></b> the Representative Assembly.	Adds clarity to current practice	Do PASS
3 4	Article 9, section 4b: Before the adoption of a resolution, adequate time shall have elapsed to allow members the opportunity to discuss <b><u>the proposed resolution</u></b> and advise <b><u>their</u></b> representatives <b><u>as to</u></b> on their <b><u>decision position</u></b> regarding said resolution.	Adds clarity;  Plan is address specifics in standing rules for RA	Do PASS
3 5	Article 10: The standing committees of this Association are <b><u>Membership, Bargaining, Advocacy, Legislative, Program/Budget, Nominations and Elections, Instruction and Professional Development, Substitute, and Social Justice and Community Outreach.</u></b> <b><u>Advocacy, Bargaining, Instruction and Professional Development, Legislative, Membership, Nominations and Elections, Racial Equity, Social Justice and Community Outreach and Substitute.</u></b>	Reordered alpabetically	Do PASS
3 6	Article 10, Section 3	ABC order	Do PASS
3 7	Article 10, Section 3h: <b><u>The Racial Equity Committee shall build organizational capacity to honor, acknowledge and center the lived experiences and stories of educators and students of color. The Racial Equity Committee shall educate, equip and empower its members to develop, implement and sustain organizational change that will lead us to repair, heal and advocate for racial equity for all of our students, families and educators.</u></b>	Adds Racial Equity as a standing committee- moves Presidential Task Force to a standing committee	Do PASS