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To: Portland Association of Teachers  
From: Portland Public Schools Bargaining Team  
CC: Janet Gillman, State Mediator  
Date: August 31, 2023  
Subject: Permissive Subjects

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The District seeks to promptly reach a tentative agreement with the Association that is fair, sustainable, and honors our professional educators. The District's bargaining team intends to move as expeditiously as possible through currently unresolved proposals and avoid disruptions to instruction and student services. We believe that resolution is critically needed for our children, who were set back by closed schools during the global pandemic.

Accordingly, as the parties' begin mediation, the District has assessed what proposals by the Association are permissive under the law. In the interest of facilitating a productive mediation, permissive proposals include the following\*:

**Article 2 - Association Rights; Article 10 - Academic Freedom and Instruction**

Proposals requiring the formation of certain committees and similar entities, including the Student Success Act Design Team and Climate Justice Committee/Summit

**Article 6 - Work Year**

Proposals related to the content and development of administrator-directed professional development.

**Article 8 - Workload**

Proposals creating class size caps and caseloads in that they make no differentiation between Title I schools and non-Title I schools. In addition, all language that modifies the current thresholds or otherwise speaks to how class size is calculated and compensated is permissive to the extent that it applies to schools other than Title I schools.

**New Article - Housing**

Everything in this proposed article is permissive with the exception of the proposed economic benefits for bargaining unit members.

**New Article - Early Childhood**

The majority of this proposed article is permissive, except possibly the language concerning access to bathroom facilities.

**New Article - Mental Health and Wellness Supports for Students**

Everything in this proposed article is permissive.

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\*The District reserves the right to identify additional issues as permissive in the future.