



To: Portland Association of Teachers
From: Portland Public Schools Bargaining Team
CC: Janet Gillman, State Mediator
Date: September 7, 2023
Subject: Identification of Permissive Proposals

This letter is in response to PAT’s inquiry about the District’s intention in declaring certain proposals of the Association as permissive. As the parties continue the mediation process, the District will continue to consider and respond to all proposals made by the Association, including those involving permissive subjects. That being said, a labor organization may not include such proposals in its final offer or strike notice, should the process not conclude during mediation. The District will object to any inclusion by PAT of permissive proposals in a potential final offer or strike notice.

PAT also requested clarification as to what specific proposals the District considers to be permissive. They are as follows:

Article 2

Proposed new section 2.14.

Proposed new section 2.15.

Article 6

Section 6.6- Proposed new language.

Article 8

Section 8.2 – Proposed new language, in that it is not limited to Title I schools.

Section 8.3.1 – Proposed new language.

Section 8.3.2.1(b) – Proposed new sentence.

Section 8.3.2.2 – Proposed new language.

Section 8.3.3.1 – Proposed new language.



Overage Chart – All proposed changes to the current thresholds and methods for calculating overages to the extent that such proposals are not limited to Title I schools.

Section 8.7.1 – Proposed new sentence.

Section 8.12.2 – Proposed new language.

Article 10

Proposed new section 10.6.1.

Proposed new section 10.6.2.

New Article – Students with Temporary Living Situations/Housing

All language except the paragraph “School Community Representatives” and the paragraph “STLS Liaison Stipends.”

New Article – Early Childhood Educators

Paragraph governing “Classroom Ratios.”

Paragraph governing “Staffing.”

Section governing “English Learner Teachers.”

Sentence governing “Nap Time.”

Paragraph requiring “a full continuum of Special Education Services.”

Section governing “Support and Implementation of Multnomah County Preschool for All (Universal Pre-K), which the exception of the last paragraph.

New Article – Mental Health & Wellness Supports for Students

The entire proposed new article is permissive with the exception of the paragraph “Work Space and Equipment for Mental Health Support Team.”

Again, at this time the District is not refusing to bargain over these proposals. In fact, during mediation the District has provided counterproposals on several of these articles. The primary purpose in identifying these items as permissive is to provide notice to the Association of the District’s objection to their inclusion in a final offer or strike notice. The District also believes that the time and energy of the



respective bargaining teams is better spent on those mandatory subjects of bargaining. In the event the Association disagrees with the District's permissive designation on any of the above proposals, please provide notice immediately so that the District may consider the Association's position.