

## **2022 Negotiation Ground Rules**

**Between**

**School District #1, Multnomah County d/b/a Portland Public Schools**

**&**

**Portland Association of Teachers**

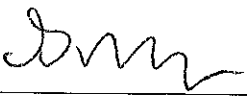
The negotiating teams for Portland Public Schools (the District) and the Portland Association of Teachers (Union) will adopt these rules to govern the conduct and procedure for contract negotiations. The ground rules are designed to help the negotiations proceed in an orderly manner and in an atmosphere of mutual respect.

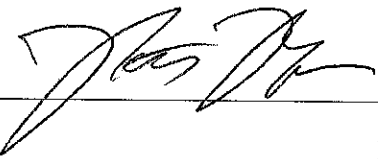
1. Each team is authorized to bargain to a complete tentative agreement for a successor collective bargaining agreement subject to ratification by the respective party's constituents.
2. The Union will provide the District with its complete proposal for a new contract on or before February 15, 2023. The District will provide the Union with a complete proposal on or before February 15, 2023. This does not restrict or limit either party's ability to substitute, alter, or amend any subject matter previously raised as a negotiable item. Any article not opened will be considered to continue into the next contract unchanged, unless there is mutual agreement to open it later. The 150 days of good faith bargaining required by ORS 243.712 will begin on January 10, 2023.
3. No later than the conclusion of each bargaining session, the parties will agree upon the time, date, and place for the next bargaining session(s) unless a set bargaining schedule is agreed upon in advance or a complete tentative agreement for a successor collective bargaining agreement is reached. The parties will attempt to schedule negotiations at times that minimize the need for coverage for PAT bargaining members.
4. Each team will identify a Lead Spokesperson, although all team members are encouraged to participate freely in discussions during negotiations. Only the Lead Spokesperson for each team has authority to enter into tentative agreements and a complete tentative agreement for a successor collective bargaining agreement. If a situation arises where a party's Lead Spokesperson cannot be present, each team retains the right to designate another Lead Spokesperson for that meeting to keep the process moving forward.
5. Either team may invite a specialist or expert to negotiations to address particular topics. Advanced notice is preferable, but when not possible, guest presenters shall be allowed to participate.
6. Observers may be present for in person bargaining sessions. Observers from each of the parties may attend in person bargaining sessions, space permitting and five (5) of which can be in the bargaining meeting room and the remaining observers need to be in a different room to observe bargaining through the livestream. Observers must follow District's policies while observing and must not be audible to the bargaining teams during the sessions. In addition, bargaining sessions may be recorded and simulcast on a mutually agreed upon virtual platform and will be open to observation to the public, space permitting.
7. Either party may ask for a team caucus at any time. Each team will be provided with a separate caucus room. Each team will check in with the other after the agreed upon caucus time (or after 30 minutes) to check on progress.

8. PPS and PAT shall be free to communicate about bargaining to the extent allowable by law.
9. The parties agree to provide all formal proposals and counterproposals in writing with the date the proposal is made and with proposed changes to current language shown in tracked-changes format. Handwritten modifications to proposals are permitted with the initials of the Lead Spokespeople.
10. Individual agreements shall be reduced to writing, dated, and signed by the Lead Spokesperson and must be ratified by the Union and the Board of Education prior to going in to effect. Bargaining sessions shall be recorded and simulcast on a mutually agreed upon virtual platform but each negotiating team may keep its own minutes of the meetings by any method it chooses. The process requires the Tentative Agreement Packet to be accepted as a package and cannot be modified in the ratification process. The consensus Agreement Packet would go into effect upon ratification by both parties.
11. Neither party will file an unfair labor practice complaint or other legal action regarding these negotiations without providing seven (7) calendar days' advance notice during which time the parties will attempt to resolve the matter informally.
12. The District and the Union reserve throughout the process their legal rights and obligations under Oregon Law.

For PPS:

For PAT:

  
10/12/22  
Date

  
10/12/22  
Date