



# 2023 Bargaining Platform

*Building Safe, Sustainable, and Equitable Schools for Every Student*

The pandemic turned our lives—and our schools—upside down.

Our students, and our communities, are grappling with more urgent, unmet needs than ever before.

As classroom educators, we see these problems every day.

And the past three years have made it abundantly clear that if we want safe, stable, and equitable communities, public schools are the linchpin.

But we can't simply go back to the way schools were before COVID.

Our students need—and deserve—so much more.

Over the past few months, thousands of teachers, parents, and Portland residents have shared their vision for great public schools with our union.

Together with our community partners, we will be fighting for this vision in our upcoming contract negotiations.

Find out more and join us at:

**[pdxteachers.org/bargainingvision](https://pdxteachers.org/bargainingvision)**



## Students, Families and Educators Deserve:



**Smaller Class Sizes and Caseloads**



**Safe and Healthy Schools**



**Racial Equity & Restorative Justice**



**Competitive Salaries and Benefits**



**Expanded Early Learning and Preschool**



**More Teaching, Less Testing**



**Additional Special Education Services**



**Expanded Mental Health Services**



**Housing Assistance for At-Risk Families**



**Real Community Connections**



## Smaller Class Sizes and Caseloads

- Reduced class sizes and caseloads, with an enforceable cap.
- More time for planning and preparation.



## Competitive Salaries and Benefits

- Salary increases that keep up with inflation.
- Restore retirement contributions.
- Support for first-time home buyers.
- Paid family leave for all educators.
- Access to on-site preschool programs.



## Safe and Healthy Schools

- Maintain classroom temperatures above 60° and below 90°.
- Buildings free of mice and mold.
- Increased security measures, including doors that lock from the inside and blinds that close.
- Expanded mental health supports to pre-empt violence.
- Additional staffing and appropriate de-escalation spaces for students in crisis.



## More Teaching, Less Testing

- No standardized tests beyond state mandates.
- No standardized tests before 3rd grade.
- Reduced over-testing for multi-lingual students and in historically underserved schools.
- More assessments created by educators to guide student learning.



## Racial Equity & Restorative Justice

- Equitable access to resources and learning opportunities for all students.
- Culturally relevant curricula, developed together with educators.
- Educator-led professional development on racial equity and restorative justice.
- Fully funded restorative justice programs created within our school communities.
- Accurate data on disparities in discipline, particularly for historically underserved students.
- Provide long-delayed professional development addressing implicit bias, anti-racism, and culturally responsive practices.



## Additional Special Education Services

- Fully-staffed PPS Special Education department.
- Appropriate duty assignments for special educators.
- Protected case management time for special educators.
- Lower class sizes and caseloads for special educators.
- Transparency for and accountability to students and families receiving special education services.



## Expanded Mental Health Services

- More school psychologists, counselors, social workers and QMHPs in every school.
- Create mental healthcare teams in every school.
- Develop and implement common protocols for assisting students who are struggling.
- Significantly reduce the caseloads for counselors, school psychologists, and social workers.
- Guaranteed private workspaces for all mental health providers.



## Expanded Early Learning and Preschool

- Extend public school to every child over the age of 3 through Multnomah County's Universal Pre-K program.
- Play-based curriculum and the right to nap.
- Guaranteed professional standards for all Pre-K teachers and staff.



## Real Community Connections

- District-wide parent-teacher home visit program in line with national standards.
- Increased transparency and community involvement in school budgeting process.



## Housing Assistance for Families

- Additional Support to keep our kids in their homes and neighborhood schools.
- Emergency services for families facing eviction.
- *Resilience Fund* to help families in crisis.

**Find out more: [pdxteachers.org/bargainingvision](https://pdxteachers.org/bargainingvision)**