

January 2024

Hello Association Representative!

Here are the materials for your 10 minute meeting with your members. Below are the directions for each piece of material you have in this envelope. **Many of these materials are intended to be POSTED on your PAT Board in a staff-only area** (i.e. Staff Lounge). You will need to make copies of some of these pieces at your site, as we do not yet have accurate numbers for members at each site. Please let us know if you have any issues.

Your packet should include:

- Instructions for each document (this packet)
- 1/10/2024 Agenda and 11/15/2023 RA Minutes (2 sheets)
- January Rep Checklist (1 sheet)
- Racial Equity Game Night (1 page)
- Financial Seminar Flyer (1 page)
- Substitute Representative Election (1 Page)
- Updated PPS Financial Flier (1 page) and PPS 2023 Annual Financial Report Trend Update (10 pages)
- Weingarten Rights Cards (1 per member)

Take care,

Angela Bonilla, PAT President

Jacque Dixon, PAT Vice President

Jennifer Dixon and Kelly McKenna, OEA Associate Staff

## 1/10/2024 Agenda and 11/15/2023 RA Minutes (2 sheets, 3 pages)

- Where: Head Rep keeps for reference.
- What: Use to explain what is going on at PAT and what happened at the last meeting.

PAT Rep Assembly Agenda  
Monday, August 22nd, 9:30 am-2:30 pm

1. Welcome
2. PAT President's Message
  - a. Bargaining/ Organizing/ Communication update
  - b. Vision/goals
3. PAT Treasurer's Report
4. Committee Updates
  - a. Leg
  - b. PAT PAC
5. Clarify sequence of support/Rep communication pipeline
  - a. Answer questions vs forward
  - b. Share what we are telling folks at NEO
6. Staffing Update
  - a. Interview
7. Beginning of Year Items
  - a. Elections

## Rep Checklist, January 2024 (1 sheet)

- Where: Keep a copy as Head Rep
- What: Review this info with your Rep team, distribute work amongst team

### Building Rep August 2023 Checklist

- Inform your administrator of your position as Building Rep
- Make sure that each member in your job site knows who their Building Reps are and their personal emails
- Create a 1 to 10 organizing structure/list for your rep team for your site. Share it with all of the building reps at your school/site.
- Collect personal emails & phone numbers from all members at your site.
- If you have not held your election, elect reps ASAP & report results on PAT form
- Hold a short PAT School-based building rep meeting to create norms & discuss roles, responsibilities, RA & meeting schedules
- Hold a 10-minute meeting for all union members in August & September.
- Review your lists of members & potential members
- Have one-on-one conversations with all potential members.

## Racial Equity Game Night (1 page)

- Where: Place copy on PAT Board
- What: Invite educators of color and their families to the event



## Financial Seminar for Educators New to PERS (1 page)

- Where: Place copy on PAT Board
- What: Invite educators who might be interested to the event

### Financial Planning Seminar RETIREMENT

A Benefit Of PAT Membership!

**New To PERS?**  
A SPECIAL SPECIAL OCCASION FOR MEMBERS NEW TO PERS OOPS!

Topics to include:

- How does your state-sponsored retirement plan work?
- Where does the I.A.P. account fit in?

## Substitute Representative Election (1 page)

- Where: Place next to Substitute Sign in sheet in School Office
- What: Invite Substitute Educators to run as Association Reps. They begin bargaining in February!

**PAT Substitute Educators!**  
**Run to be a PAT Representative!**

Did you know you have a separate contract from the one educators just voted to ratify? PAT Substitute negotiations begin in February, and we know we'll be able to settle a strong contract with YOU instead!

After seeing the great engagement of substitutes during the strike, we know we need a strong (and large) representative team to help support the Substitute Bargaining campaign and represent Substitute members.

We have chosen to reopen substitute rep elections, in order to allow additional substitutes to run and be elected as Substitute Representatives. You must be a PAT member to run as a substitute Representative. **Nominations are due Tuesday January 16th, 2024.**

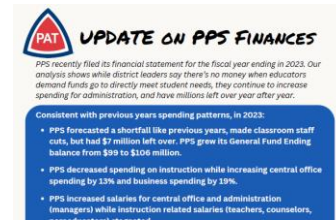
\*If you already ran to be a Substitute Rep in the Past Election in December, you do not need to run again, as you have already been elected to the Substitute Rep.

Want to know more about being a PAT Substitute Representative?  
Scan below or visit <https://pat.org/PAT/Rep>

What to nominate yourself to the ballot?  
Scan below or visit <https://pat.org/PAT/Rep>

## Updated Financial Flier (1 page) & PPS 2023 Annual Financial Report Trend Update (10 pages)

- Where: Place on PAT Board
- What: Updates since PPS released their Audit for the budget year ending in July 2023. This flier and report show that the district continues to invest in business and administration over instructional costs.



PPS 2023 Annual Financial Report Update

January 2023

### Highlights

PAT's Fall 2023 Report, A Manufactured Crisis, raised various concerns about the Portland Public School's spending patterns in the previous five years. (between 2018 and 2022.) This month, Portland Public Schools released its annual audited financial statements in its Annual Comprehensive Financial Report for the Year Ended June 30, 2023. The year-end financial results reported show that the concerning trends of the previous five years continued into 2023.

Concern Raised	What Happened in 2023?
<b>Shortchanging Instruction</b> <ul style="list-style-type: none"> <li>- The District's relative spending on Instruction declined as a percentage of overall expenditures.</li> <li>- Instruction Spending increased more slowly than other functions, including for low-priority uses, like</li> </ul>	<b>Instruction Shortchanged</b> <ul style="list-style-type: none"> <li>- Relative spending on Instruction declined again in 2023.</li> <li>- Instruction spending barely increased in 2023, growing much more slowly than on non-</li> </ul>

## Weingarten Cards (1 per member)

- Where: Give one to each member at your site. Use 1:10 structure if possible.
- What: Provide members with a card they can keep in their wallet or id badge with their rights to representation. Have members write the name and contact info of their reps.



If you are called into an investigatory or information-gathering meeting with a supervisor where you have reason to believe that discipline may result:

1. **REQUEST union representation clearly.** Present this card to management or read the text below.
2. **REFUSE respectfully to answer questions** until your union representation arrives. The district does not have a legal right to continue questioning without a union representative present after this request is made.
3. **REMAIN in the meeting until it ends.**

### WHAT TO SAY

If this discussion could in any way lead to my being disciplined, terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or building representative be present. Until my representation arrives, I choose not to