

November 2024

Hello Association Representative!

Here are the materials for your Union 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)
- 10/9/2024 Minutes and 11/5/2024 RA Agenda (3 sheets)
- Rep Checklist, November 2024 (1 sheet)
- PAT Vision (1 sheet)
- Trans Justice, Trans Joy Event Flyer (1 sheet)
- “Are You a Substitute?” Flyer (1 sheet)
- Class size Committee KYR document (3 sheets)
- PAT Coach Membership Talking points (1 sheet)
- Membership Lists (Varies)
- Membership Application (1 sheet)
- [Letter to All Members- Notice of General Election](#)

Take care,

Angela Bonilla, PAT President

Alisha Chavez, PAT Vice President

Jennifer Dixon and Kelly McKenna, OEA Associate Staff

10/9/2024 Minutes and 11/5/2024 RA Agenda (3 sheets)

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

<p>PAT Representative Assembly Wednesday, November 13th, 2024 5:00pm-7:00pm at the PAT Office</p> <p>RA Agenda 5:00pm-7:00pm</p> <ol style="list-style-type: none"> I. Welcome & Inclusive Opening (5 min) II. Agenda & Approve Last RA's Minutes (5 min) III. Standing Rules (5 min) IV. Business (30 minutes) V. PAT Secretary's Report (5 min) VI. PAT President's Report (10 min) VII. PAT Vice President's Report (5 min) VIII. PAT Treasurer's Report (5 min) IX. Committee + PAC Updates (20 min) X. Zone Check In (25 min) XI. On the Horizon/ FYIs (5 min) XII. Optimistic Closure + Raffle (3 min) 	<p>PAT Representative Assembly 10/9/24 Minutes recorded by Brian Holberg</p> <ol style="list-style-type: none"> 1. Members held an inclusive welcome 2. Members approved the meeting agenda along with the September 3, 2024 RA meeting minutes 3. Secretary's Report <ol style="list-style-type: none"> a. Brian Holberg presented an overview of recent PAT Executive Board actions. <ol style="list-style-type: none"> i. The Executive Board voted to: <ol style="list-style-type: none"> 1. Appoint Walker from Roosevelt HS to the bargaining team 2. Appoint Julie Toome from Creston ES as co-chair of the bargaining committee 3. Recommend passage by the RA of the draft 2024-2025 PAT Vision Statement 4. Approve PAT committee and CAT task force charges for the 2024-2025 school year 5. Financial Decisions: <ol style="list-style-type: none"> a. Voted to award \$5,000 to the Greater Albany EA
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Rep Checklist, November 2024 (1 sheet)

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

Building Rep November 2024 Checklist

- Continue to collect personal emails & phone numbers from all members at your site.
- If you have not held your rep election, elect reps ASAP & report results on PAT form
 - Inform your administrator of your position as Building Rep if you have not already
- Hold a 10-minute meeting for all union members in November
 - Begin Class-Size committees conversations, if you have not already met with admin and affected educators.
- Review your lists of members & potential members
- Continue to have one-on-one conversations with all potential members including New Members, Coaches and Substitutes. Encourage them to join PAT per the Membership Drive
- Post union materials on bulletin boards in the common staff area.
- Distribute materials with all members in your building in both electronic and hard copy form when available.

PAT Vision 2024-2025 (1 sheet)

- Where: Share with your site on bulletin board and make copies for members as needed.
- What: Discuss with members at a 10 minute meeting results from the RA

PAT Vision Resolution 2024-2025

As the Portland Association of Teachers,

We believe a fully and equitably funded public educational system is crucial to a healthy and thriving society. Raising and educating the next generation is a critical and complex human endeavor. Public education should function as an equalizing force in society so students can succeed according to their own aspirations. Students should be supported with culturally relevant curriculum and wrap-around services. Families and communities must be seen and treated as partners in our work.

We believe in the inherent value of each student and we recognize that a nourishing education does not look the same for everyone. As educators, our purpose is to guide students, who come as unique individuals with their own cultural gifts and struggles, to acquire the skills and knowledge to create the future they envision for themselves. We want our students to learn how to navigate various systems of oppression while simultaneously learning how to critique, dismantle, and rebuild these systems to be liberatory. We believe in the abolition of the school to prison nexus by ending racist and classist practices that produce statistically predictable racial disparities such as the overrepresentation of students of color in special education and

Trans Justice, Trans Joy Event Flyer (1 sheet)

- Where: Post on your PAT board
- What: Share out information at 10 min meeting as well

TRANSGENDER JUSTICE IN SCHOOLS

Join trans educators and allies to discuss the policies and practices we can use to keep each other safe!

FREE DINNER!

- Panel discussion featuring elementary and high school GSA leaders and Basic Rights Oregon
- Breakout groups will discuss PPS policy for trans students, and PAT contract protections for trans educators

THURSDAY NOV 21 2024 5-7 PM PAT OFFICE

RETHINKING SCHOOLS BOOKS FOR SALE

“Are You a Substitute?” Flyer (1 sheet)

- Where: Make a copy. Post one on your PAT board, one by the substitute sign in
- What: Helps substitutes know their rights and connect with our substitute committee!

ARE YOU A SUBSTITUTE?

GET INVOLVED WITH FELLOW SUBS!

What?	PAT Substitute Committee Meetings
Where?	PAT Basement (ADA accessible) 345 NE 8th Ave Portland, OR 97232
When?	5-7 pm Wednesdays
Which days?	September 18 October 23 None in November December 4



RSVP for the next meeting!
Come for the free dinner, stay for the labor organizing solidarity :)

Class Size KYR document (3 sheets)

- Where: Post on your PAT board
- What: Folks can check the process for class size committees



Know Your Rights: Class Size Committees

- How to Refer a Concern to a Class Size Committee:**
Option 1: Because of a substantial Overage (Article 8.3.2.1.b and 8.3.2.1.c)
If on the third Monday in October (10/21/24) and the third Tuesday in February (2/18/25), a professional educator's class size exceeds the threshold limit set forth in the chart in Article 8.3.2, the District offers three options:
 - Students are moved to meet the limit within two weeks.
 - A .5 FTE educational assistant or a paraeducator is provided within two weeks, or
 - The professional educator is paid a stipend.

It also states in 8.3.2.1.b that they may also call for a class size committee.

Option 2: Because of a projected class size or current class size above the average threshold (Article 8.3.2.1)

PAT Coach Membership Talking Points (1 sheet)

- Where: Post on your PAT board
- What: Mainly relevant for MS and HS with coaches to recruit members

Some Basics About the Benefits of PAT Membership for Athletic Coaches

- How much do Athletic Coaches pay in dues?**
- Folks that are Athletic Coaches ONLY (not substitutes or certified educators, too), pay only **\$25.20/month, and only during the months you work.**
- Why should I join the union as a Coach? I only work during one season.**
- **We negotiate for YOU.** We are currently reviewing the Extended Responsibility Schedule, which determines how much you get paid. When you are a PAT member, you get to give input for decisions that impact you, vote to help prioritize what we bargain for, and vote when we ratify contracts.
 - **We represent YOU.** When there are issues at school with discipline or complaints, your union is there to support you. We also elevate issues from the building level to district leadership.
 - **Nothing about YOU without YOU:** We want to best represent all members in our unit, including our Coaches. For example, in our next bargaining cycle, we could negotiate language about facilities and travel for coaching sports, to help address the concerns of sites like McDaniel and Ramson. But we need to hear from you! We can help make sure

Membership Forms (1 sheet)

- Where: Keep in the lounge give a few to each building rep. Leave a few in the Main office next to the substitute sign in.
- What: Refer to RA slides for instructions on how to make a successful membership ask. Ask all new staff if they are members! You can do it!

Membership Lists (Varies)

- Where: Reps keep the list
- What: Check in with non members. Ask all potential members to join! You can do it!

Member List/Building Roster: Instructions for Reps

- Have reps at your site ask all non-members to join PAT**
 - ALL non-members should be asked, but especially check in with those who are NEW HIRES
- If you have questions about the membership status of anyone on your list, please reach out to Jennifer.Dixon@oregoned.org

**People who may not realize they are a non-member and need to sign up (or need to re-sign up) include: new hires, transfers from other districts, people returning from leaves of absence (LOAs), people hired last year (who didn't already sign up), etc.

There could be people missing from your list- please still check in with them about their membership status.

When in doubt about someone's membership status, ask them to sign up!

(This list reflects the data we have as of 3/16/2023)

Last Name	First Name	Work Location	Membership Status?
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