

## RA Minutes 2/12/25

Minutes recorded by Brian Halberg

1. Meeting called to order at 5:06 p.m.
2. **Motion:** President Bonilla called for approval of the Agenda and RA Minutes from 1/8/25. Approved unanimously.
3. **President's Report:**
  - A. President Bonilla shared kudos to members for the incredible work being done since the last RA!
  - B. The upcoming March 3 PD day is optional for all members including those at CSI/TSI sites.
  - C. Shared recent work on by-law changes that will be discussed later in the meeting.
  - D. Question: Bridlemile admin said March 3 is required to be in-building. Is this true?
    - a. Answer: No. Tell your principal to email the PPS HR head with questions.
  - E. Shared results from a recent all member survey. Over 1900 members completed the surveys.
    - a. Note: Copies of the RA slides are part of the meeting minutes and records stored at the PAT office.
    - b. Kudos to the Executive Board sub-committee (Ricardo, Elizabeth, Tina, Catherine and Mike) who have been working with President Bonilla on the survey project.
    - c. Current takeaways from the survey results:
      - i. Direct communication resources toward where members find it most useful: the Advocate; supporting building reps; supporting 10-minute meetings.
        1. Training for Reps on leading effective 10-minute meetings
        2. Materials designed for reps to share, or personalize and share
      - ii. Strengthen avenues for feedback from members to PAT leaders, through rep-structure and site meetings.
      - iii. Reach out to Building Reps about what communications and supports are most valuable to them.
      - iv. Survey members directly about major issues facing our union, prior to decision-making.
      - v. Reconsider supporting communication methods that members do not highly value. Consider phasing out the "Private Facebook Group"

- F. Nike Garment Worker Update:
  - a. Vice-President Alisha Chavez shared an ask for representatives to support the '1000 faces of garment workers' action (QR code shared at RA and will be included in member materials/site meeting slides).
- G. Second semester overage day is 2/18/25. Members are encouraged to screenshot their class loads and complete the google form if they do not receive their overage payment in the March 2025 paycheck.
- H. Question: How can we get our class size committees?
  - a. Answer: We're working on enforcing this contract language. Glencoe has a successful committee in place and we're meeting with Duniway ES teachers.

#### 4. Business:

##### A. Resolution of Community Schools (2nd reading)

**Motion: (submitted at previous RA) to endorse the community schools resolution.** Motion made by Langston Hamilton (referred by SJCO committee).

Question: How will we fund the expansion of the items called for in the letter?

Answer: We're looking at community school models elsewhere and there are possibilities of additional state funding, grants and partnerships with organizations. Goal is to encourage state to look at alternate ways to draw in monies outside of the schools budget.

Question: Will there be a moment where community schools program staff would take precedence over classroom positions?

Answer: Different funding streams, working towards making these PAT positions. While we can't control who is cut, we're working on increasing funding and already seeing momentum to remove SPED funding cap and otherwise increase school funding.

Question: Looking at #4 in resolution calling for a dedicated staff member and I wonder about how feasible it is to have this applied to HS sites where the workload would be different.

Answer: Resolution is a goal/belief statement and as we work towards making this happen, the details will change. This specific item is designed in part to ensure that the district will not try to overload and burden or clinicians.

Question: A lot is packed in this resolution. Is this an up or down on the whole thing?

Answer: You would be voting for the entire thing but you are allowed to separate issue or to otherwise exercise rights under Robert's rules.

Question: How is this guiding bargaining?

Answer: This would (as do all resolutions) dictate how we move through bargaining but wouldn't determine priorities (that will be through organizing work done later in this meeting (and following)).

Question:: On page 3 of resolution, can we take out language on restorative justice/discipline?

Question: How will this guide the work of the executive board this school year?

Answer: We're already reaching out to NEA and doing some of this work. It would be like all resolutions, something that we keep in mind as we continue our work.

**Motion to Amend:** Motion to alter language to item #4 (striking original text and replacing it with new language --on attached motion form).

Motion fails.

Motion passes.

#### **B. Resolution on Bargaining for the Common Good (first reading)**

- A. Resolution on Bargaining for the Common Good (do-pass from E-Board and referred by bargaining committee). Language will be attached to meeting minutes.

#### **C. Proposed By-Law Changes (first reading):**

- A. Executive Board has presented proposed by-laws changes (attached to meeting minutes). At the next RA, the by-laws will be brought for a vote and would require a  $\frac{2}{3}$  super majority to be approved. Changes would have executive board vacancies mirror the current language for officers and allow for an appointment by the executive board in lieu of an election. Changes would also alter the Social Justice and Community Outreach Committee name, replacing outreach with organizing.

#### **D. PDX Renters Bill of Rights (first reading)**

- A. Motion introduced to sign onto the PDX renters bill or rights coalition (language attached and can not be changed). Will be voted on at the next RA. Statement would support efforts of coalition to increase state legislative action on renters rights.

#### **4. Secretary's Report:**

Brian Halberg presented a report on recent action by the PAT Executive Board. The board voted to recommend a do-pass to the RA on the previously introduced resolutions. Additionally the board voted to award \$1,500 to the New Seasons Labor Coalition and \$1,000 to the Troublemakers School Planning Committee.

5. Treasurer's Report:

Tina Lamanna presented an update on the current financial status of the union. The union remains in good fiscal health.

6. Vice-President's Report:

- A. Introduced the Budget Committee's proposed dues for for the 2025-2026 school year. Dues will be going up in part due to the COLA in the PAT contract. Currently dues are \$241 per year and if approved will increase to \$257.
- B. A discussion on the PAT sick leave bank and how members can donate to support members in need (up to 40 hours per year)

5. CAT Task Force Training.

- A. Jacob (PAT Uniserv) and Holly (Grant HS) led representatives on a CAT task force organizing activity to help representatives gather contract priorities from members at their sites when PAT begins it's bargaining for a successor agreement to the current contract. The training is designed to function as a 35 minute member meeting held after contract work hours. Training materials will be made accessible at a later date following the RA.

6. Community Organizing Update:

- A. Alisha Chavez-Downing presented information on the upcoming skills to win training sessions. Members are encouraged to sign up (virtual sessions) through the QR code included in the RA slides and PAT hopes to use the knowledge gained to prepare for the upcoming PPS School Board elections.

7. Committee Reports: Committee Report Information

- A. PAT-PAC: Presented on the current campaign to increase PAT-PAC membership and contributions, particularly to build power in advance of upcoming PPS School Board elections.
- B. Advocacy: Shared a reminder that contract exceptions must be approved by both committee and district and deadline for 2025-2026 is coming up in May.
- C. Racial Equity: Shared an invitation to the next committee meeting on 2/26 a survey to educators of color help determine what priorities they would like the committee to take action on.
- D. CAT: Presented an update on neighborhood schools, core enrichment campaigns along with a joint grievance filed in conjunction with SEIU.
- E. SJCO: Reviewed a recent form shared to allow members to report concerns/incidents/harm or threat of harm facing trans, non-binary and gender expansive students. Presented information on how members can access immigrant and refugee rights resources, upcoming SJCO events and member resources for Black History Month.
- F. Membership: Not presented
- G. IPD: Shared results of recent meetings with district and work on increasing member voice in curriculum adoption and overall educator autonomy. Shared upcoming meeting date on 2/25.
- H. OEA: Not Presented

8. Meeting Adjourned at 7:09 p.m.