

**2026 Negotiation Ground Rules between
Portland Public School District &
Portland Association of Teachers**

This Agreement is between Portland Public Schools (“PPS”) and the Portland Association of Teachers (“the Association”).

The parties agree to the following ground rules, in furtherance of their mutual goal of productive discussions for negotiation of the successor collective bargaining agreement to 23-26 collective bargaining agreement. The ground rules are designed to help the negotiations proceed in an orderly manner and in an atmosphere of mutual respect:

1. Interests may be discussed during negotiations in a conceptual format, but all proposals will be submitted in writing in person or via email, before a tentative agreement on the proposal is reached. Written proposals will identify changes to the contract language using such format as strike through existing language, underlined new language. All proposals will be dated, be clearly labeled to indicate the presenting party, and be presented in typed writing.
2. The parties will introduce all their respective new proposals by the end of the fourth full negotiation session.
3. Proposals and Appendices on issues not raised by the end of the fourth session will only be permitted by mutual agreement, unless connected to an open issue.
4. Any articles that are not opened or amended during negotiations will become part of the successor agreement.
5. The parties agree that the first four (4) bargaining sessions occurring on 1/29/26, 2/19/26, 3/5/26, and 3/19/26 will occur from 4:00pm to 7:00pm at the Marshall Campus location. Future sessions will be scheduled for either 11:00 to 7:00 pm or 12:00pm to 8:00pm, provided that every fourth session will be held from 4:00pm to 8:00pm. The time and location for these sessions will be mutually agreed upon by the parties no later than the end of the previous session.
6. All negotiation meetings will be closed to the general public. The parties agree that the negotiation sessions will not be recorded or live-streamed. Members of the PAT bargaining units or PPS leadership may, of course, attend. If such individuals who are not part of the bargaining teams attend, they will not speak or otherwise participate in the negotiation session (subject to paragraph 7).
7. Teams may invite experts or guest speakers, with advance notice to the other team and an explanation of the topic the guest or expert will address.
8. The parties will generally work on agendas in advance of the session, with the goal of clarity and maximizing efficiency.
9. The parties agree that the first session on January 29, 2026, will constitute the start of bargaining for the purpose of starting the PECBA timelines.
10. Either party will have the right to call for a caucus. Out of mutual respect of both parties, each party will provide an estimated caucus time, with a check-in at one hour. A good faith effort will be made to adhere to the one hour check-in time.

11. Each bargaining team will designate a lead negotiator. The lead negotiators, Bao Nguyen (PAT) and Sharon Toncray (PPS) or their designated alternates are the only persons authorized to make proposals and counter-proposals, to enter into individual tentative agreements, and to enter into an overall tentative agreement. Either party may change their lead negotiator. If a party changes its lead negotiator, it must notify the other party's lead negotiator at the beginning of the next bargaining session.
12. Six (6) PAT bargaining members will be paid a half day - four (4) hours on February 5, 2026 for the purposes of working on proposal drafts.
13. Tentative agreements shall be signed by each lead negotiator or designated alternate indicating the date of tentative agreement. Reasonable efforts will be made to preserve the continuity of team membership throughout the bargaining process.
14. Each negotiating team is authorized to bargain to an overall tentative agreement. The parties agree to affirmatively recommend and seek ratification of the overall tentative agreement to their respective constituents. Agreement on any one negotiating item is tentative, contingent upon final ratification of all items by the PAT's membership and the PPS School Board.
15. These ground rules are effective when they are signed and will expire upon signed ratification of a successor collective bargaining agreement between the parties.
16. When a tentative agreement is reached on the overall collective bargaining agreement, PPS agrees that PAT will have at least 48 hours to discuss with members and then conduct a ratification vote.

**PORTLAND ASSOCIATION OF
TEACHERS**

By: Bao Nguyen
Bao Nguyen
Portland Association of Teachers

Date: February 11, 2026

PORTLAND PUBLIC SCHOOL DISTRICT

By: Dr. Angela Freeman
Dr. Angela Freeman
Chief Human Resources Officer

Date: 2-11-26