

Alisha, Angela, Mike, Francisca, and Tina

(Mike) We sit in solidarity together with our current President, Angela Bonilla, our two Bargaining co-chairs, myself Mike Carlip and Francisca Alvarez, our current Vice President and incoming President Alisha Chavez and our incoming Vice President Tina Lamanna. We acknowledge the financial constraints the district is under. Our members are currently voting on whether they will accept a loss of 4 days of pay through a furlough or accept a workload increase through the layoff of almost 200 educators. As you are aware, these options are awful and untenable, and we are once again shouldering the majority of the impacts for harm that has been done by those with higher salaries, more institutional power, and more security in their working conditions than our educators right now. These same budget holders have also helped create the mess that we are currently helping to solve and yet we are the ones facing potential layoffs.

(Alisha) Our members heard that we advocated for proportional furlough days across our district. We advocated that our highest paid administrators take double the days of PAT educators, and yet those asks were not accepted across all of management. Our members heard us make demands that were non-financial and were just to make the rest of the year bearable. Our members heard that we fought tirelessly for them during the bargaining of these furloughs, and we still have an awful decision to make.

(Francisca) With this context, we have decided to pivot to a 1 year successor contract. We will be making demands that increase the respect, sustainability, and safety of our educators. We need working conditions that reflect the dedication and sacrifice our educators make every day. We need a contract that ensures those conditions, a budget from PPS that prioritizes instruction over management, as well as a budget from the state that can accomplish the promises we make to each other during bargaining.

(Tina) Next year is a long legislative session, and PAT and PPS have an opportunity to demand full funding. We can demand a state school fund that serves our students and ensures we are able to recruit and retain

highly qualified educators. We can only meet that goal by creating livable working and learning conditions with sustainable pay.

(Angela) According to John Hattie's often quoted study, the highest impact on student learning and achievement is "Collective Teacher Efficacy" with an effect size of 1.57, "Potential to considerably accelerate student achievement." If .40 is one year's learning in one year's time, collective teacher efficacy means students will show almost 4 years of growth in one year's time.

We are willing to collaborate, but we deserve to have the most say on what happens in our workplaces because we are the ones developing and executing the plans to serve every student. We are the ones that fill out a student's Check in/check out sheet, that gives them that bandaid when they skin their knee, and gives them a high five when they ace the test they studied so hard for. We are the ones helping students cope with the traumas at home and bullying at school, the ones that write the letters of recommendation for colleges, and the ones who connect their families to resources when they don't know where else to turn. These are our schools and our community, and we deserve to drive the work that we know our students and families need to succeed. We invite you to join us in building a Portland Public Schools that everyone can be proud of.