

ARTICLE 2: ASSOCIATION RIGHTS

2.1 Except for Section 2.10 below, the Association rights conferred on the Association in this Agreement shall be exclusive except as provided by law.

2.2 The Association or its representatives shall have the right to transact official Association business on District property at all reasonable times; use District facilities and equipment including but not limited to duplicating equipment, audiovisual equipment, and District email, provided the same are not otherwise in use; post notices of activities and matter of Association concern on designated bulletin boards, at least one of which shall be provided in each school building for Association use; use the District mail service and ~~professional educator bargaining unit member~~ mailboxes for communications, and place small symbols on such mailboxes but limit the size of logos to one inch (1") or less. A clearly identified Association mailbox at each worksite will be reserved for Association communications. If a box is unavailable, the Association may place a mailbox that is comparable in size and appearance with the staff mailboxes that exist at the individual worksites for Association communications. The Association shall have the right to use the inter-building mail facilities and mailboxes (Pony), unless the use of an employer's mail system by an incumbent labor organization is specifically clarified by Legislation, the U.S. Postal Service, or a court of competent jurisdiction. The Association shall pay for the reasonable cost of all materials, supplies and special services required beyond the normal operation incidental to such uses. The exercise of Association rights under this Section shall not interfere with or interrupt classes or other normal school operations. Association notices should not be made available to students.

2.3 The District shall furnish the Association upon request all reasonably available factual information necessary to its function as exclusive bargaining representative.

2.4 The Association shall have the right to *fifteen (15)* minutes as a scheduled item on the agenda of *ten (10) of administrative-directed time or the equivalent of 150 minutes per year as determined jointly by PAT Building representatives and the building Administrator.* This portion of the agenda shall be exclusively for bargaining unit members. **[District note: This proposal links to PPS proposal on work day, to enable the time in high schools to provide time in the morning.]**

1 2.5 Each worksite will organize at least one of the work days before the student year
2 begins with the 30-minute duty free lunch synchronized for all Association staff
3 in the building.
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5 2.6 Association Representatives Meeting
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7 2.6.1 The District shall notify all schools and departments that no activities are to be
8 scheduled by the District for Association representatives on the Monday
9 preceding the beginning of the work year.
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11 2.6.2 The Association may call general meetings of its Association representatives
12 during school time up to five (5) times during the school year. Such
13 representatives shall be released without loss of pay but the Association shall
14 reimburse the District for the cost of substitutes. Two (2) weeks' advance
15 written notice shall be furnished to the Employee and Labor Relations team
16 within Human Resources of a meeting and it shall not be called for a day when
17 other ~~teacher~~ bargaining unit member absences eliminate the availability of a
18 sufficient number of substitutes.
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20 2.7 Building/Program Area Committees
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22 Any general standing faculty-administration or administratively appointed
23 faculty committee, at the building level, shall include the Association faculty
24 representative or their designee as a member. Supervisor's team meetings are not
25 included. If evaluation and/or employee performance is to be discussed at a
26 supervisor's team meeting, the Association representative will be invited to
27 attend. Any District committee that included designated Association
28 representatives shall have those Association representatives appointed by the
29 Association.
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35 2.8 Orientation Programs

36 2.8.1 The Association shall be provided time on the agenda at all general orientation
37 programs for new ~~professional educators~~ bargaining unit members to

1 provide general information on the Association and its duties as exclusive
2 bargaining agent.

3
4 2.8.2 The District will provide the Association with a list of all newly hired
5 bargaining unit members and bargaining unit members who have separated
6 employment from the District on a monthly basis which will include their
7 names, assignments, hire dates, separation dates, and worksites.
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9 2.9 Bargaining Unit Member Information

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11 In addition to information included in Article 2.8.2 and pursuant to ORS
12 243.804(4)(a), each month, the District shall provide the Association a list of all
13 ~~professional educators bargaining unit members~~ who are employed by the
14 District. The list will include the data of hire, job title, salary and work site
15 location of each unit member, the unit members' cellular, home and any work
16 telephone numbers; any means of electronic communication, including work and
17 personal electronic mail addresses; and employees' home addresses or personal
18 mailing addresses.

19 20 2.10 School Board Meetings

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22 2.10.1 The Association shall be provided time on the agenda of each regular Board
23 meeting for brief comments.

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25 2.10.2 If the Association has a formal presentation it shall be afforded a reasonable
26 amount of time as determined by the Board. By noon of the fourth calendar
27 day prior to the meeting, the Association shall notify the Office of the
28 Superintendent of the proposed length of the Association's formal
29 presentation, the subject matter thereof, and any specific action to be requested
30 from the Board or administration at the meeting. The Association agrees not
31 to use its right under this Section for the purpose of collective bargaining with
32 the Board or any of its members.
33

34 2.10.3 Prior to the commencement of each meeting, the Association shall be provided
35 a copy of the "Agenda of Board of Education" and any related informational
36 materials/full Board of Education packet. This information may be provided
37 electronically. However, the Association shall receive a copy of all printed
38 Board materials at the meeting or prior to the meeting.
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40 2.11 Instructional Program Council (IPC)

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2 2.11.1 The District recognizes the expertise of ~~professional educators bargaining unit~~
3 ~~members~~ and the value ~~for~~ of their participation in education program
4 planning. Therefore, meetings between the Superintendent and/or ~~his~~ ~~their~~
5 designee(s) and representatives of the Association shall occur monthly to
6 ~~discuss~~ ~~consult and seek consent from educators~~ for the District's instructional
7 programs.

8
9 2.11.1.1 While the District maintains authority over educational programming,
10 ~~the district shall propose and seek consent on~~ items planned as ~~major~~
11 district-wide, ~~grade band, and/or change and/or significant~~ building-
12 based initiatives ~~shall be discussed negotiated~~ in these meetings prior
13 to implementation.

14
15
16 2.11.1.2 Agendas of this advisory council will be mutually agreed upon prior to
17 each meeting.

18
19 2.11.1.3 Areas of discussion will include topics such as ongoing program
20 implementation, new initiatives, language pathways, special education,
21 school climate, ~~curriculum based assessments, online platforms~~
22 ~~including including Artificial~~ ~~Artificial~~ Intelligence and AI based
23 ~~curriculum and assessments~~, and an overall MTSS approach. The
24 parties agree that sufficient professional development, adequate
25 resources and a clear implementation plan are essential to the success
26 of initiatives.

27
28 2.11.2 The Association ~~president~~ may appoint up to ~~six (6) professional educators~~
29 ~~three (3) bargaining unit members~~ as representatives to ~~such meetings.~~
30 ~~non-curriculum-focused meetings, and up to six (6) additional bargaining~~
31 ~~unit members to curriculum-focused meetings.~~ Such ~~professional educators~~
32 ~~bargaining unit members~~ shall be released without loss of pay for attending
33 the meetings.

34
35 2.12 Release of ~~professional educators bargaining unit members~~ by the District from
36 their normal work assignments to work on activities jointly sponsored by the
37 Association and the District shall be without loss of pay.

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39 2.13 Curricula and Professional Development Review

1 2.13.1 The District and PAT agree to create a topic called Curricula and Professional
2 Development Review to the IPC agenda at least 4 times a year to evaluate
3 district-wide curricula. The parties agree to discuss curricula and professional
4 development and its cultural competence, representativeness, adherence to
5 State and professional standards, designated supports and interventions for
6 marginalized and underserved communities including and not limited to ELL
7 and emergent bilinguals; Students receiving IEP services, **and/or** students with
8 historical and current trauma. IPC meetings will occur during the contracted
9 work day and **Educators bargaining unit members** will be provided release
10 time for attendance.