

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between Portland School District 1J, Multnomah County, Oregon, Portland Public Schools (“PPS”) and the Portland Association of Teachers (“the Association”).

Recitals:

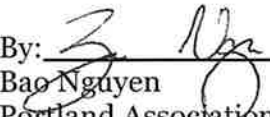
- Article 16.13 of the 2023-26 collective bargaining agreement outlines a process for a joint committee (“the Committee”) to review the extended responsibility schedule in Appendix B.
- The Committee was formed and jointly worked on the issues and topics, as outlined in Article 16.13.
- The Committee arrived at various changes to Appendix B to take effect starting with the beginning of the 2025-26 school year the three documents attached in PPS’s March 6, 2025 1:36pm email to PAT, acknowledging that the Parties will be in negotiations for a successor collective bargaining agreement during that school year.
- Those changes would be amendments to the 2023-2026 collective bargaining agreement, which PPS represents require approval of PPS’s Board to become effective.
- The Committee did not agree on any changes that would be effective prior to 2025-26 school year, and the Parties retain their positions and/or arguments about any retroactive effect and/or payment.

The Parties agree as follows:

1. PPS will take the steps necessary to seek Board approval, as soon as is practicable, to implement the modifications to the 2023-2026 collective bargaining agreement that were recommended by the Committee to take effect starting with the beginning of the 2025-26 school year. These modifications are reflected in the three documents attached in PPS’s March 6, 2025 1:36pm email to PAT.

2. Each party is responsible for their respective attorney fees and/or costs incurred in this matter.
3. This Memorandum of Understanding is not an admission of a contractual or other violation and is non-precedent setting as to how other matters between the Parties will be handled.

**PORTLAND ASSOCIATION OF
TEACHERS**

By: 
Bao Nguyen
Portland Association of Teachers

Date: September 5, 2025

PORTLAND PUBLIC SCHOOL DISTRICT

By: /s/ *Angela Freeman*
Angela Freeman
Chief Human Resources Officer

Date: September 5, 2025