

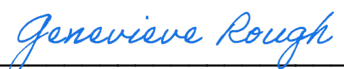
Memorandum of Understanding  
Between Portland Public Schools and Service Employees International Union Marshall High School  
Custodian Classification

This Marshall High School ("Marshall") Custodian Classification Memorandum of Understanding ("MOU") is entered into by and between Service Employees International Union ("SEIU," or the "Union") and School District No. 1, Multnomah County, Oregon (the "District"), together "the parties."

The parties agree to the following regarding custodial staffing at Marshall High School:

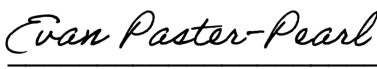
- 1.) Marshall High School is a closed District building that is currently used as a swing site for Cleveland athletics.
- 2.) A swing site is a site that is not an active school with students or programs and is primarily used for District training and events.
- 3.) The parties Collective Bargaining Agreement ("CBA"), specifically Appendix B Section (B)(H), states that "Buildings are *generally* classified according to the following criteria:
  - A building = less than 45,000 sq. ft.
  - B building = 45,000 - 74,999 sq. ft. or 500-600 students
  - C building = 75,000 – 200,000 sq. ft. or more than 600 students
  - D building = more than 200,000 sq. ft." (emphasis added).
- 4.) As such, it is not standard to staff a building with a Head Custodian that does not meet the classification of the building or require full time custodial support, as the site is generally empty except for events and training days.
- 5.) Marshall will be staffed with an "A" Head Custodian.
- 6.) However, if Marshall is to be utilized as a high school again (ie: if Cleveland High School utilizes the building during its modernization), then:
  - The District shall staff Marshall with a "D" Head Custodian; and
  - The District shall find another work location for the "A" Head Custodian that is serving at Marshall as a swing site.
- 7.) The Parties agree that this MOU is not precedent setting.

For the District:

  
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Genevieve Rough  
Sr. Director, Employee and Labor Relations

DATE: 4/11/2025

For the Union:

  
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Evan Paster-Pearl  
Field Coordinator, SEIU's Bargaining Team

DATE: 4/15/25