

MEMORANDUM OF UNDERSTANDING

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

Recitals:

- PPS and PAT agreed to the attached Memorandum of Understanding (MOU) on September 5, 2025 regarding extended responsibility.
- After the MOU was signed, a version control error was identified in Appendix B. The Restorative Justice Lead incorrectly stated 7% and should have read 3.5%.
- PPS and the Association agreed to remove the extended responsibility, "College and Financial Aid Coordinator" from the Extended Responsibility (ER) schedule as PPS has hired dedicated College Coordinator positions, represented by a different bargaining unit. It was identified after agreement that the ER duties of the College and Financial Aid Coordinator and that of the College Coordinator positions are different in scope and the College and Financial Aid Coordinator position should remain in the ER schedule.
- PPS and the Association discussed the two issues and agreed to adjust the Appendix accordingly. A final version of Appendix B with the adjustments above and incorporating the language agreements from the cover letter in PPS's March 6, 2025 1:36pm email to the Association was developed. The final version of Appendix B in the email from PPS dated October 8, 2025 11:52am was agreed to by PPS and the Association.

The Parties agree as follows:

1. Modify Appendix B to adjust the Restorative Justice Lead to 3.5%
2. Modify Appendix B to reinstate the College and Financial Aid Coordinator ER at the original percentages (1st year - 10%, 2nd year - 11%, 3rd year - 12%)
3. The remainder of the September 5, 2025 MOU remains in effect.

PORTLAND ASSOCIATION OF
TEACHERS

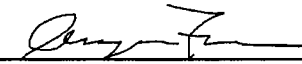
By: 

Angela Bonilla

Portland Association of Teachers

Date: 10/9/2025

PORTLAND PUBLIC SCHOOLS

By: 

Dr. Angela Freeman

Chief Human Resources Officer

Date: 10/10/25

APPENDIX B EXTENDED RESPONSIBILITY SCHEDULE

B.1 Extended responsibility pay is for activities and responsibilities performed, primarily, outside the standard workday. It is understood that, except for those that are extensions of the classrooms or job assignment, extended responsibility pay positions are voluntary. Extended responsibilities that are an extension of the assignment are indicated in Appendix B by (*) are subject to just cause. Such extended responsibilities shall be required and shall be automatically calculated in the professional educator's salary. If the school does not have a regular classroom assignment (e.g., no newspaper class), the extended responsibility would not be included under this section. In such cases, the extended responsibility would be voluntary.

B.2 Extended responsibility pay shall only be paid as provided in this contract at the rates indicated without variation.

B.3 The extended responsibility rate shall be the base salary rate in Appendix A (Step 1 on the BA + 15 column). This is the figure against which all extended responsibility percentages are factored for the duration of this Agreement.

B.4 Extended Responsibility Schedule

	PERCENT OF BASE		
POSITION	1st Year	2nd Year	3rd Year
<u>High School Positions</u>			
Head Coach			
Football	16	17	18
Basketball	16	17	18
Wrestling	15	16	17
Baseball	15	16	17
Track	15	16	17
Softball	15	16	17
Volleyball	15	15.5	16
Soccer	15	15.5	16
Cross Country	12	13	14
Swimming	11	12	13
Tennis	11	11.5	12
Golf	11	11.5	12
Dance Team (OSAA)	11	12	13
Crew	11	12	13
Assistant Coach			
Football – Varsity	11	12	13

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Track – Varsity	10	11	12
Football – Other	9	10	11
Basketball	9	10	11
Softball	9	10	11
Wrestling	9	10	11
Baseball	9	10	11
Track	9	10	11
Volleyball	8	9	10
Soccer	8	9	10
Cross Country	4	5	6
Dance Team (OSAA)	4	5	6
Swimming	4	5	6
Tennis	4	4	6

Notes for Coaching/Athletics

- Coaches of teams having five (5) or less students participating and non-athletic activity advisors, such as band, rally and Constitution Team who participate in extended seasons, shall receive four percent (4%) per week of their regular extended responsibility pay. **Regardless of number of participants, coaches of teams that have extended seasons, such as dance (OSAA), some High School VAPA programs, etc, shall receive four percent (4%) per week of their regular extended responsibility pay.**
- A coach may not receive two stipends for the same high school program. Example - Varsity baseball coach cannot receive an additional stipend for coaching JV or JV2 baseball during the same season
- For sports positions, an additional coaching assignment will be authorized when warranted by the number of students participating.

Activities Director	8	9	10
Gymnastics (High School Head Coach)	15	16	17
Gymnastics (High School Assistant Coach)	9	10	11
Instructional Leadership Team (A) (7 or more professional educators in a department)	11	12	13
Instructional Leadership Team (B) (4-6 professional educators in a department)	7.5	8	8.5
Instructional Leadership Team (C) (0-3 professional educators in a department)	3.5	4	4.5
*Highschool Curricular Dance	10	10.5	11
*High School Instrumental Music – Curricular Orchestra or Mariachi	3	3.5	4
*High School Instrumental Music – Curricular Jazz Band	3	3.5	4
*High School Instrumental Music – Extracurricular Pep Band	6	7	8
*High School Instrumental Music - Concert, Symphonic, Wind	10	10.5	11
*High School Choral Music - Curricular Concert Choir Program Director	10	10.5	11
High School and Middle School Visual Art	4	4.5	5
*Theatre (3 or more major productions)	17	18	19
*Theatre (2 major productions)	11	12	13
*Theatre (1 major production)	7.5	8	8.5
*Constitution Team (5 or more speech tournaments)	14	15	16

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*Constitution Team (less than 5 speech tournaments)	9	10	11
*Newspaper	10	11	12
*Yearbook	10	11	12
Cheer – Varsity (fall and winter)	7	7.5	8
Cheer – JV (fall and winter)	3.5	4	4.5
College and Financial Aid Coordinators	10	11	12
Testing	4.5	5	5.5
TAG Facilitators-HS	5	5.5	6
Technology Coordinators	6.5	7	7.5

Notes for High School Instructional Leadership Team.

- The Instructional Leadership Team in Counseling, Business Education, Industrial Ed, Science will use the following criteria because of the nature of their assignment.
 - A. 5 or more professional educators in the department
 - B. 2-4 professional educators in the department
 - C. 0-1 professional educators in the department
- All high school librarians/media specialists shall be placed on Instructional Leadership Team (A) Schedule and may be given AV Coordinator duties within such department chair pay.
- Shop Foremen at Benson High School shall be placed on Department Chair A.

Notes for Cheer

- Cheer is two seasons so the rate is paid twice (e.g. a year 1 coach would get paid 7% x 2 for a total of 14%)
- Cheer JV and Varsity coaches get both stipends when working both seasons - Fall paid by high schools, winter paid by Athletics

Notes for VAPA Programs

- High School Music program leads who lead more than one section on the Music ER schedule are eligible for up to 70% percent of combined ER sections, not to exceed 19% ER total.
- Music and visual arts programming fully operating at more than one site may get full ER for each school assigned, not to exceed three school sites/ER payment.

PK-5, PK-8, Middle School Positions

Athletic Coach/Site Coordinator I			
Fall		10	
Winter		11	
Spring		10	
Intramurals			
A. 4½ hours/week for 28 weeks	6.5	7	7.5
B. 3 hours/week for 28 weeks	4.5	5	5.5
Safety Patrol	3.5	4	4.5
Testing – Elementary (PK-5)			
A. 400+ student school	4.5	5	5.5
B. 300-399 student school	3.5	4	4.5
C. 0-299 student school	2.5	3	3.5
Testing – PK-8	5.5	6	6.5
Testing – Middle	4.5	5	5.5
*Middle School Curricular Dance	3	3.5	4

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*Middle School Music – Curricular Concert Band	4	4.5	5
*Middle School Music – Curricular Concert Choir	3	3.5	4
*Middle School Instrumental Music – Curricular Orchestra or Mariachi	3	3.5	4
K-5/K-8 Visual Arts, One School	3	3.5	4
K-5/K-8 Visual Arts, Per School	4	4.5	5
Energy (also high school)	2.5	3	3.5
TAG Facilitators – Elementary (PK-5)	5	5.5	6
TAG Facilitators – K-8	5	5.5	6
TAG Facilitators– Middle	5	5.5	6
*PK-5/Middle School Media Specialist	3	3.5	4
*PK-8 Media Specialist	4	4.5	5
*PK-5/Middle School Technology Coordinators	4.5	5	5.5
*PK-8 Technology Coordinators	5.5	6	6.5

<u>Other Positions (PK-12)</u>			
Restorative Justice Lead	3.5		
Safety Patrol Coordinators	2.5		
Student Climate Project Advisor	2		
Released Time Mentors	3.0	3.5	4.0
K-5/K-8 Music, One School	4	4.5	5
K-5/K-8 Music, per school	3	3.5	4
Peer Mentors	3.0		
Affinity Group Leader	3.0		
Practicum/Internship Supervisor	2.5		
Curriculum Coordinator/Unit, Team or Grade Level Leader (includes AVID coordinators)			
Up to 4 professional educators	4	4.5	5
5-8 professional educators	6	6.5	7
9 or more professional educators	8	8.5	9
Technical Advisors			
*Psychologist	12		
*Social Worker	12		
*Motor Team	12		

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Academic Specialist	10		
*Augmentative Communication/Assistive Technology	12		
*Feeding Advisor	12		
*Speech	12		
Special Ed ESL Coordinator	16		
*Teacher on Special Assignment (TOSA):			
*For New Adoptions	8		
*Curriculum Department TOSA	16		
Special Ed TOSA	16		
Head Teacher – DART	11	12	13