

Memorandum of Understanding
Between Portland Public Schools and Portland Association of Teachers
Comprehensive School Psychologist Hiring Process

This Comprehensive School Psychologist Hiring Process Memorandum of Understanding ("MOU") is entered into by and between the Portland Association of Teachers (the "Union") and School District No. 1, Multnomah County, Oregon (the "District"), together "the parties."

Purpose: The purpose of this MOU is to establish a hiring process that meets the needs of both the School Based Mental Health Grant and the Contract Bargaining Agreement ("CBA").

The parties agree to the following regarding the hiring process for Comprehensive School Psychologists in the District:

1. Precedent for this would be DART program, QMHPs, Columbia Regional Programs
2. a. If a vacancy were to occur mid-year or mid-3-year cycle, Comprehensive School Psych positions would be posted both internally and externally. Comp Psych vacancies require an interview in order for a candidate to be selected for the role. All internal school psychs may apply to the Comp Psych vacancies. If no internal candidate is selected for the Comp Psych role, a qualified external candidate may be selected.
b. In the event of layoff or unassignments in the itinerant group internal candidates will be interviewed and considered prior to external candidates.
3. If someone wants to leave Comp Psych role - their seniority would apply in the spring staffing process.
4. If the Comp Psychologist role was disbanded or reduced due to funding, they could return to the School Psych role and follow the seniority process in CBA.
5. One person provides mental health and continuous service to a building. A comp psych 1.0 FTE can't be split between multiple school psychologists.
6. If a school is over 1.0 allocation – the Comprehensive School Psych grant funded

portion goes to the 1.0 person.

7. Following the release of FTE for itinerant school psychologists, the Comprehensive school Psychologists hiring process will begin in advance of Article J selection process. All internal school psychs will have the opportunity to interview for comp psych vacancies. Management will communicate with the School Psychologist FTE committee as soon as hiring timelines are established.¹
8. List of school sites, funding sources, and number of Comprehensive School Psychologists shall be shared with PAT annually, as soon as plans to bring online, or reduce, are known.
9. The hiring process facilitates the deliverables of the School Based Mental Health grant that includes hiring multilingual and culturally diverse school psychologists' by increasing the recruitment and retention of diverse school psychologists to provide mental and behavioral health services. The hiring process/ interview is based on the National Association of School Psychologist (NASP) practice domains including the PPS Equity Framework and the NASP Comprehensive School-Based Mental & Behavioral Service Model.
10. This MOU expires when the grant ends currently set for June 30, 2027 or sooner if the grant funding ends.

For the District:



Genevieve Rough,
Sr. Director Employee and Labor Relations

3/21/2025

DATE

For the Union:



John Shaban, UniServ Consultant

3/21/2025

DATE

¹ Refer to Appendix J for timeline