

MEMORANDUM OF AGREEMENT
Between
Portland Public Schools
And
Portland Federation of School Professionals

This Agreement is between the Portland Public Schools, School District No. 1J, Multnomah County, Oregon (“the District”) and the Portland Federation of School Professionals (“PFSP”).

Background

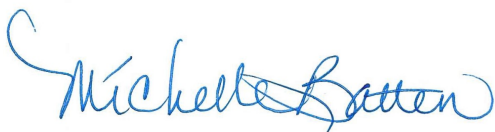
The District has been awarded the Preschool for All grant from Multnomah County for the 2022-2023 school year to begin the transformational shift toward implementing universal PreK. An hourly rate gap exists between the PPS-PFSP salary scale for Educational Assistants and the minimum base pay required by Preschool for All legislation. The Preschool for All legislation only looks at salary; it does not allow us to include the value of benefits, which the District offers. These classrooms also require additional training and support from Educational Assistants.

Compensation + Classification Changes

In order to align with the Preschool for All grant requirements the District and PFSP agree to the following:

- A new classification and job description will be developed for Educational Assistants assigned to all PreK Classrooms (Headstart, Preschool Promise, and Preschool for All programs).
- The new PK Educational Assistant classification will be assigned to the same salary structure as current Educational Assistants, Appendix A Grade D.
 - For the 2022-2023 school year, employees in the PK Educational Assistant classification, regardless of their step placement, will receive an hourly rate stipend of \$3.27.
 - For the 2023-2024 and subsequent school years, the hourly rate stipend amount will be adjusted based on factors such as cost of living and grant requirements to ensure the minimum hourly rate remains in accordance with the grant.
- PK Bilingual Educational Assistants may be eligible for the bilingual stipend as outlined in the PPS-PFSP contract; the 5% stipend will be applied after the hourly rate stipend is applied.
- Employee’s paystub will reflect an hourly rate that encompasses the additional hourly stipend and it will not appear as a separate line item.

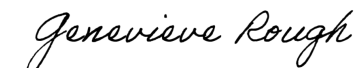
This agreement shall remain in effect for the school years in which the District is awarded the Preschool for All grant or until the base salary scale for Educational Assistants becomes in alignment with the grant



Signed for PFSP

June 3, 2022

Date



Signed for PPS

June 3, 2022

Date