

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Multnomah Education Service District**  
**and**  
**Multnomah Education Service District Employees Association**

This Memorandum of Understanding (MOU) is entered into by and between the Multnomah Education Service District ("the District") and the Multnomah Education Service District Employees Association ("the Association") regarding a temporary modification to the assignment notification process outlined in Article 16.B.4.b of the 2024-2027 Collective Bargaining Agreement.

#### Background

Article 16.B.4.b requires the District to notify currently employed members of open assignments and allow five (5) calendar days for members to request to be considered for reassignment before an offer may be extended to an external candidate.

In August 2024, the application of the Article 16.B.4.b notification requirement resulted in delayed hiring for Registered Nurse (RN) positions. These delays negatively impacted program readiness at the start of the school year. To support operational continuity while maintaining internal mobility opportunities for RNs, this MOU applies exclusively to assignment notifications for open assignments in the Registered Nurse classification.

The parties acknowledge that this temporary adjustment constitutes a mutually agreed deviation from the requirements of Article 16.B.4.b of the 2024-2027 Collective Bargaining Agreement, solely for the purposes and duration outlined in this agreement. Accordingly, the parties agree to the following temporary modification.

#### Agreement

1. Scope of Application

- This MOU applies exclusively to assignment notifications for open assignments in the Registered Nurse classification.

2. Temporary Exemption – August 1 through August 31

- From August 1 through August 31, the District shall be exempt from the five-day internal notification and waiting period for RN open assignments as outlined in Article 16.B.4.b.
- During this period, RN open assignments may be offered to external candidates without prior notification to currently employed members.

3. Modified Timelines – June 15 through July 31 and September 1 through September 30
  - The District will continue to notify, by email, currently employed members of open RN assignments as required under Article 16.B.4.b.
  - For these two periods only, the internal notification period shall be reduced from five (5) calendar days to three (3) calendar days.
4. Standard Timeline – October 1 through June 14
  - During this period, the standard five-day internal notification and response timeline under Article 16.B.4.b will remain in full effect.
5. Duration and Review
  - This MOU shall be effective upon signature by both parties and shall remain in effect through August 31, 2026.
  - The parties agree to meet no later than April 1, 2026, to review the impact of this adjustment and determine whether to extend or sunset this agreement.
6. No Precedent or Waiver
  - This MOU does not modify any other provision of the Collective Bargaining Agreement and does not establish past practice. It shall not be construed as a permanent change to Article 16 or as a waiver of any contractual rights beyond the scope defined herein.

DocuSigned by:  
*Dr. Paul Coakley*  
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Dr. Paul Coakley, Superintendent

6/12/2025

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Date

Signed by:  
*Renee Anderson*  
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Renee Anderson, Board Chair

6/12/2025

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Date

DocuSigned by:  
*Jessica Rohrbacher*  
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Jessica Rohrbacher, Co-President

6/12/2025

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Date

DocuSigned by:  
*Phoenix Blicke*  
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Phoenix Blicke, Co-President

6/12/2025

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Date