

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:

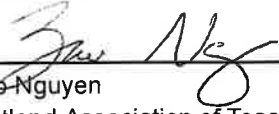
- PPS is facing an extraordinary and immediate budget shortfall.
- Both Parties want to work together to meet the financial needs and address the budget shortfall.

The Parties therefore agree to the following:

1. The Association has agreed that bargaining unit members will take four (4) furlough days prior to the end of the 2025-26 school year.
2. Furlough days are unpaid time and cannot be supplemented by paid time off.
3. Employees on furlough may not perform any work-related tasks, including checking email, unless explicitly authorized in advance and in writing by their supervisor.
4. The designated furlough days are May 1, May 25, June 9, and June 10, 2026. May 25 is a paid holiday but will now be designated as a non-work, unpaid furlough day.
5. The four (4) furlough days will be equally distributed on employees' March, April, May, and June paychecks.
6. Given June 9 and June 10, 2026 will be furlough days, June 8, 2026 will be a grading day.
7. Employees can voluntarily take more than the designated four (4) furlough days, with advance approval by Human Resources. Voluntary furlough days will be reflected on the paycheck associated with the date the furlough day was taken.
8. Employees who elect to retire at the end of the 2025-26 or 2026-27 school year and officially submit their retirement declaration by April 3, 2026, will be exempt from taking furlough days. If furlough days occur on a PPS-wide closure day, these employees will be expected to work and perform duties as assigned by their supervisor. If PPS is open, these employees will be expected to work and perform their normal duties.
9. Human Resources will provide a list of employees who are exempt from furlough days as a result of their retirement declaration no later than April 10, 2026.
10. Employees may file for unemployment insurance, however, PPS does not determine eligibility. Unemployment claims are processed through the State of Oregon Employment Department.
11. Employees will not suffer any loss of health insurance benefits as a result of furlough days.
12. Educators will have the right to choose to work remotely on Planning and Grading days (April 3, April 6, June 8) for the remainder of the school year.
13. High Schools will only have one (1) staff meeting per month for the remainder of the 2025-2026 school year.
14. The late arrivals/early release days (April 22 and May 13) will become full instructional days for the 2025-2026 school year.

15. For the rest of the 2025-2026 school year, ELD Educators at K-5 and K-8 schools will have the option of pushing in/pulling out students for ELD services provided this does not conflict with or violate state or federal laws/standards.
16. The District agrees that any potential layoffs applicable to the 2025-2026 school year will be eliminated as a result of the furloughs.
17. The Parties acknowledge that this Memorandum of Understanding is subject to ratification by the PAT Bargaining Unit and by the PPS Board.

PORTLAND ASSOCIATION OF
TEACHERS

By: 
Bao Nguyen
Portland Association of Teachers

Date: March 20, 2026

PORTLAND PUBLIC SCHOOLS

By: 
Dr. Angela Freeman
Chief Human Resources Officer

Date: March 20, 2026