

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between Portland Public School District 1J, Multnomah County, Oregon, Portland Public Schools ("PPS") and the Service Employees International Union ("SEIU"), Local 503.

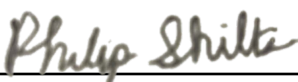
Recitals:

- 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. SEIU has agreed that bargaining unit members will take one (1) furlough day 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.
4. The designated furlough day is May 1, 2026 and will be reflected on the May paycheck.
5. Employees can voluntarily take more than the designated one (1) furlough day, with advance approval by Human Resources. Voluntary furlough days will be reflected on the paycheck associated with the date the furlough day was taken.
6. Employees who elect to retire at the end of the 2025-26 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.
7. 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.
8. Employees may file for unemployment insurance, however, PPS does not determine eligibility. Unemployment claims are processed through the State of Oregon Employment Department.
9. Employees will not suffer any loss of health insurance benefits as a result of furlough days.
10. The Parties acknowledge that this Memorandum of Understanding is subject to PPS Board approval.

SERVICE EMPLOYEES
INTERNATIONAL UNION

By: 
Philip Shilts
Service Employees International Union

Date: 3/23/26

PORTLAND PUBLIC SCHOOLS

By: 
Dr. Angela Freeman
Chief Human Resources Officer

Date: March 21, 2026