

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between Portland Public School District 1J, Multnomah County, Oregon, Portland Public Schools ("PPS") and the Portland Federation of School Professionals ("PFSP"), Local No. 111.

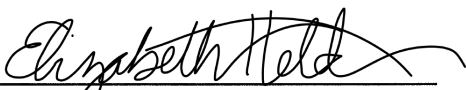
Recitals:

- 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. PFSP has agreed that bargaining unit members will take three (3) 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.
4. The designated furlough days for 192 employees are May 1, June 8, and June 9, 2026. All other employees (202, 210, 225, 260) will furlough on 5/1, 6/9, and 6/10.
5. PPS will work with PFSP to determine if it is possible, under all applicable laws, to distribute the earnings value of three (3) furlough days equally between the employees' April, May, and June paychecks.
6. Employees can voluntarily take more than the designated three (3) 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.
7. 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.
8. 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.
9. Employees may file for unemployment insurance, however, PPS does not determine eligibility. Unemployment claims are processed through the State of Oregon Employment Department.
10. Employees will not suffer any loss of health insurance benefits as a result of furlough days.
11. The Parties acknowledge that this Memorandum of Understanding is subject to PPS Board approval.

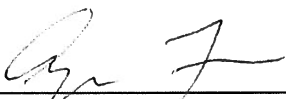
PORTLAND FEDERATION OF SCHOOL
PROFESSIONALS

By: 
Elizabeth Held

Portland Federation of School Professionals

Date: March 31, 2026

PORTLAND PUBLIC SCHOOLS

By: 
Dr. Angela Freeman

Chief Human Resources Officer

Date: 3-31-26