

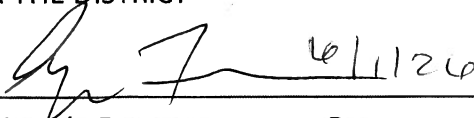
MEMORANDUM OF UNDERSTANDING
between
Portland Public Schools and Portland Association of Teachers

The Portland Association of Teachers and Portland Public Schools discussed their mutual interest in supporting unassigned educators, retaining educators and ensuring professional educators have ample opportunities to continue serving Portland Public Schools. For that reason, PAT and PPS mutually agree:

Agreement:

- 1.) The provisions under Article 18.3.5 of the 2023-2026 CBA will be changed to reflect that the five-day posting requirement will not be waived after June 1st, 2026.
 - a. After June 1st, 2026, positions will be posted internally for the first two days and be opened to external candidates for the last 3 days.
 - b. Each job posting will include language stating that interviewing and hiring priority will be given to internal applicants.
 - c. Interviews of internal educators who apply for posted positions will occur before interviews with external candidates.
 - d. The HR staffing team will review and validate that professional educators have been interviewed according to the 2023-2026 CBA. Senior Directors will support and ensure that principals are following the provisions under the 2023-2026 CBA and this MOU.
- 2.) Positions that are posted for next school year that have not already been filled, will be reopened internally for two days to follow the process outlined in #1 of this agreement.
- 3.) The July 31st date in Article 18.3.6 of the 2023-2026 CBA will be changed to August 20th.
- 4.) The provisions under Article 18.4.1.1 of the 2023-2026 CBA will be changed to reflect that professional educators will be eligible for educator-initiated transfers after July 31st, 2026.
- 5.) PPS HR will review the impacts of the retention of professional educators with less seniority in accordance to ORS 342.934 and share their impacts with PAT. Both parties will then discuss applicability of this provision during the current staffing process, next steps, and notification to educators.

FOR THE DISTRICT

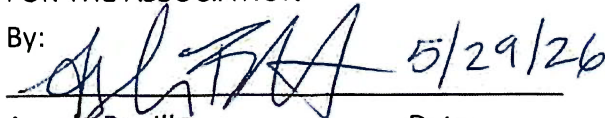
By: 

Dr. Angela Freeman

Date

Chief Human Resources Officer

FOR THE ASSOCIATION

By: 

Angela Bonilla

Date

PAT President