

**PPS Package Proposal #4**  
April 30, 2026

This Agreement is an amendment to the 2023-2026 collective bargaining agreement (“the collective bargaining agreement”) between School District 1J, Multnomah County, Oregon, Portland Public Schools (“PPS”) and the Portland Association of Teachers (“the Association”).

**Recitals:**

- In light of the significant budgetary constraints identified for the current and next school year, the parties have agreed to the limited changes outlined below to the collective bargaining agreement through June 30, 2026.
- The parties agree that these terms represent concessions and agreements in light of the current unique circumstances, and that they will not automatically be carried into any successor agreement. In other words, the parties agree that negotiations for the successor agreement to the 2023-2026 collective bargaining agreement will be based on the terms contained therein, unless specifically identified otherwise in this **limited term** Agreement.

**The Parties therefore agree as follows:**

\* \* \* \* \*

For this limited term Agreement, PPS Package Proposal #4 includes the following two packages:

**Economic Elements**

- Article 8 - Workload (PPS Proposal of 4/2)
- Article 12 - Compensation/Appendix A (PPS Counter Proposal of 4/30)
- Article 13 - Insurance Protection (PPS Counter Proposal of 4/30)
- Article 15 - Retirement (No Change to Current)
- Article 17 - Leaves (PPS Counter Proposal of 4/30)
- Article 28 - Negotiation Procedures (PPS Counter Proposal of 4/9)
- Article 29 - Administration of Agreement (Tentative Agreement 4/9/2026)

**Noneconomic Elements**

- Article 1 - Status and Effect of Agreement (PAT Conceptual Agmt to PPS on 4/21)
- Article 2 - Association Rights (PPS Counter Proposal of 4/30)
- Article 5 - Grievance Procedure (PPS Counter Proposal of 4/30)
- Article 6 - Work Year (PPS Counter Proposal of 4/30)
- Article 7 - Workday (PPS Counter Proposal of 4/30)
- Article 10 - Academic Freedom (Discussion of 4/30)
- Article 18 - Transfers (on hold for discussion re: this year)
- Article 26 - Personnel File (PPS Counter Proposal of 4/30)