

## 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 and PAT agreed to the attached Memorandum of Understanding (MOU) on September 5, 2025 regarding extended responsibility.
- After the MOU was signed, a version control error was identified in Appendix B. The Restorative Justice Lead incorrectly stated 7% and should have read 3.5%.
- PPS and the Association agreed to remove the extended responsibility, "College and Financial Aid Coordinator" from the Extended Responsibility (ER) schedule as PPS has hired dedicated College Coordinator positions, represented by a different bargaining unit. It was identified after agreement that the ER duties of the College and Financial Aid Coordinator and that of the College Coordinator positions are different in scope and the College and Financial Aid Coordinator position should remain in the ER schedule.
- PPS and the Association discussed the two issues and agreed to adjust the Appendix accordingly. A final version of Appendix B with the adjustments above and incorporating the language agreements from the cover letter in PPS's March 6, 2025 1:36pm email to the Association was developed. The final version of Appendix B in the email from PPS dated October 8, 2025 11:52am was agreed to by PPS and the Association.

### The Parties agree as follows:

1. Modify Appendix B to adjust the Restorative Justice Lead to 3.5%
2. Modify Appendix B to reinstate the College and Financial Aid Coordinator ER at the original percentages (1st year - 10%, 2nd year - 11%, 3rd year - 12%)
3. The remainder of the September 5, 2025 MOU remains in effect.

PORTLAND ASSOCIATION OF  
TEACHERS

By: 

Angela Bonilla

Portland Association of Teachers

Date: 10/9/2025

PORTLAND PUBLIC SCHOOLS

By: 

Dr. Angela Freeman

Chief Human Resources Officer

Date: 10/10/25