

Special Meeting
Tuesday, June 23, 2026 6:00 PM

Dr. Matthew Prophet Education Center - Board
Auditorium
501 N. Dixon St
Portland, OR 97227

Agenda

1. 6:00 pm - Call to Order / Introductions
2. 6:05 pm. - Recognizing Student Representative Ritorto
3. 6:10 pm - Student and Public Comment
4. 6:40 pm - 2026–2027 Agreement between District Council of Unions and School District No. 1J, Multnomah County, Oregon (Resolution 7330) Vote - Public Comment Accepted
5. 6:55 pm - Climate Crisis Response Committee Recommendation on AI
6. 7:10 pm - Bond Update
7. 7:20 pm - Resolution Amending the Bond Accountability Committee Charter - Discussion and Potential Vote- (Resolution 7331) Vote - Public Comment Accepted
8. 7:30 pm - K–12 Comprehensive Health Education Curriculum Materials Adoption (Resolution 7323) Vote - Public Comment Accepted
9. 7:45 pm - Amendment No. 2 to the Fiscal Year 2025-26 Budget for Multnomah County District School District, No.1J (Resolution 7324) Vote - Public Comment Accepted
10. 8:00 pm - Transfer from PERS Rate Stabilization Reserve Fund to General Fund as Provided in FY26 Adopted Portland Public Schools Budget (Resolution 7325) Vote - Public Comment Accepted
11. 8:20 pm - Impose Taxes and Adoption of the 2026-27 Budget for School District No. 1J, Multnomah County, Oregon (Resolution 7326) Vote - Public Comment Accepted
12. 8:40 pm - Consent Agenda Vote - Public Comment Accepted
 - 12.(a) Expenditure Contracts (Resolution 7327)
 - 12.(b) Adoption of the Minutes (Resolution 7328)
 - 12.(c) Settlement Agreement (Resolution 7329)
13. 8:45 pm - Expenditure Contracts Pulled for a Separate Vote
 - 13.(a) Resolution 7332 -Expenditure Contract
 - 13.(b) Resolution 7333 -Expenditure Contract
 - 13.(c) Resolution 7334 - Expenditure Contract
 - 13.(d) Resolution 7335 - Expenditure Contract
 - 13.(e) Resolution 7336 - Expenditure Contract
 - 13.(f) Resolution 7337 - Expenditure Contract
 - 13.(g) Resolution 7338 - Expenditure Contract
14. 8:55 pm - Other Business and Future Agenda Items
15. 9:00 pm - Adjourn



PORTLAND PUBLIC SCHOOLS

Human Resources

501 North Dixon Street /

Portland, OR 97227

Telephone: (503) 916-2000

Mailing Address: P. O. Box 3107 / 97208-3107

Date: June 23, 2026
To: School Board
From: Kimberly Gibson, Senior Director - Employee and Labor Relations
CC: Dr. Kimberlee Armstrong, Superintendent
Subject: Recommended Ratification of Collective Bargaining Agreement with DCU

We are pleased to present the attached tentative agreement for your ratification. Key terms are:

Duration	Two years - January 1, 2026 to December 31, 2027
Wages	2% increase effective January 1, 2027 2% increase effective July 1, 2027 1.8% increase effective December 1, 2027 Increase to swing shift rate of \$1.50 on top of regular rate.
Insurance	Increase of District contribution to the Trust effective January 1, 2026 of \$1,666 per month per employee. Increase of District contribution to the Trust effective January 1, 2027 of \$1,728 per month per employee.
Memorandum of Agreement	MOA sets forth terms and conditions for a 4x10 workweek trial for four Sheet Metal Workers.

RESOLUTION No. 7330

2026–2027 Agreement between District Council of Unions and School District No. 1J, Multnomah County, Oregon

RECITALS

The 2026-2027 Collective Bargaining Agreement between School District No. 1J, Multnomah County, Oregon (Portland Public Schools) and the District Council of Unions (DCU) expired on December 31, 2025.

RESOLUTION

The Portland Public Schools Board of Education (Board) adopts and approves the 2026–2027 Collective Bargaining Agreement between the Portland Public Schools and DCU, attached hereto as Exhibit A. The Superintendent or designee is authorized to make technical corrections to the Agreement in order to correct typographical and spelling errors, make formatting changes, or renumber provisions, so long as the intended meaning of the Agreement is not thereby altered.

AGREEMENT
Between
DISTRICT COUNCIL OF UNIONS
and
PORTLAND PUBLIC SCHOOLS

~~2024 - 2025~~

2026-2027

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PREAMBLE

CCL

This Agreement is entered into by and between the District Council of Unions, hereinafter referred to as the “DCU”, and School District #1, Multnomah County, Oregon, hereinafter referred to as the “District”.

ARTICLE 1

RECOGNITION AND APPLICATION OF THE AGREEMENT

CCL

The District recognizes the DCU as the exclusive bargaining representative for its affiliated unions. This Agreement and appendices shall apply as appropriate to all warehouse workers and truck drivers, maintenance workers, and all other classifications specified elsewhere in this Agreement, including the Appendices.

ARTICLE 2

TEMPORARY EMPLOYEES

CCL

- A. A temporary employee is one who is hired to fill a position with a duration of six (6) consecutive months, or less, or to replace a regular employee on an approved leave of absence or absence due to an on-the-job injury.
- B. Temporary employees are entitled to all benefits of this agreement except benefits provided by Article 19 (Reduction of Staff), and 20 (Vacation and Holidays).
- C. The use of temporary employees shall not be used systematically to avoid hiring regular employees.
- D. Temporary employees will, upon re-employment, be given seniority credit for previous time worked as a temporary employee unless a period of six (6) months or more has elapsed since their last period of employment.
- E. An exception may be granted for apprentices upon agreement of both parties.
- F. TEMPORARY EMPLOYEE SICK LEAVE
 - 1. Temporary employees accrue sick leave based on hours worked at a rate of one (1) hour per thirty (30) hours worked, excluding overtime. Each fiscal year, (July 1 – June 30) up to forty (40) hours of accrued sick time may be used. Sick leave shall not accrue for time not worked (paid or unpaid). All sick leave absences must be taken in one (1) hour increments.
 - 2. All newly hired temporary employees who have worked for at least 91 calendar days

may use sick leave that has accrued.

3. Employees are to make reasonable efforts to schedule sick leave, in foreseeable situations, and to provide notification to their manager.
 - a. For foreseeable absences, such as pre-scheduled medical appointments, a minimum of twelve (12) hours' notice is required.
 - b. For unforeseeable absences, such as sudden illness or medical emergencies, a minimum of two (2) hours' notice is required or as soon as practicable.
4. Paid sick leave can be used for physical or mental illness, injuries, or medical appointments for treatment or preventative care. It can be used for the employee's own health condition, for care of a family member, or for the purposes provided in ORS 653.616.
5. A family member is defined as the spouse of an employee, the biological, adoptive or foster parent or child of the employee, the grandparent or grandchild of the employee, a parent-in-law of the employee or a person with whom the employee was or is in a relationship of in loco parentis.
6. The District will require a physician's statement after three (3) days' absence, prior to returning to work.

ARTICLE 3

STATUS OF AGREEMENT & CONTRACT ADMINISTRATION

CCL

- A. If there is a conflict between any provision of the body of this Agreement and any of the appendices, the provisions of the Appendix shall be controlling.
- B. This Agreement shall modify, replace or add to any policies, rules, regulations, procedures or practices of the District which shall be contrary or inconsistent with its terms. The provisions of this Agreement and specific modifications thereto found in the appendices shall be incorporated into and become part of the established policies, rules, regulations, practices and procedures of the District for employees covered by this Agreement.
- C. In the event that any provision of this Agreement is or shall at any time be determined to be contrary to law by a court or agency of competent jurisdiction, all other provisions of this Agreement shall continue in effect. Only the subjects of the deleted provisions and the affected provisions shall be subject to further collective bargaining during the term of this Agreement with respect to the period covered by the Agreement.
- D. There shall be two (2) signed copies of the final Agreement for the purpose of records. One (1) shall be retained by the District, one (1) by DCU.

- E. The District shall print and provide sufficient copies to affiliated unions of the DCU for distribution to all employees covered by the Agreement within sixty (60) days following ratification. The District shall provide a copy to all new employees.
- F. The Board, the DCU and their respective representatives shall take no action in violation of, or inconsistent with, any provision of this Agreement.
- G. The parties acknowledge that during negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals with respect to any subjects appropriate for bargaining, and that the understandings and agreements arrived at by the parties are set forth in this Agreement. Therefore, except as otherwise expressly provided for in this Agreement, or as required by State collective bargaining law, the Board and the DCU agree that the other shall not be obligated to negotiate or bargain collectively with respect to any subject matter, during the term of this Agreement.

CONTRACT ADMINISTRATION

At the request of either party, representatives of the DCU and the District shall meet at mutually agreed times and places for the purpose of reviewing the administration of this Agreement.

The District and the DCU shall designate representatives to a Labor and Management Committee. Membership shall be limited to four designees per party. The purpose of the Labor and Management Committee is to: work together to develop operational efficiencies; identify and resolve operational issues; and, improve communication and collaboration. The function of this committee is not intended to bypass the normal grievance procedure nor the articles contained in the DCU Agreement.

ARTICLE 4

COUNCIL RIGHTS

CCL

- A. The DCU, through its representatives, shall have the right to transact official DCU business relevant to employees on School District property at all reasonable times, provided that it does not interfere with or interrupt classes or other normal School District operations. Such rooms or other appropriate meeting facilities shall be made available for DCU use as requested without charge to the DCU, except that the Board may make reasonable charge when special service is required beyond normal operational practice.
- B. The DCU representative shall have the right to use School District facilities and equipment, at reasonable times, when the same are not otherwise in use. The DCU agrees to pay the cost of all materials and supplies incidental to such use.
- C. DCU representatives shall make their presence known to the appropriate administrative authority when visiting School District facilities. Such visits shall not interrupt work or disrupt normal School District functions.

- D. The DCU shall have the right to make announcements at employee staff meetings or by use of any existing communication procedures not ordinarily available to students.
- E. The DCU and its representatives shall have the right to post notices of activities and matters of DCU business and concern on staff bulletin boards. At least one such bulletin board shall be in each School District building. The DCU may use the District mailboxes for communications.
- F. The Board shall make available to the DCU upon ample request to the Office of the Superintendent any and all reasonably available information, statistics and records which are relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement.
- G. Copies of written work rules which are applicable to a classification of employees and issued by supervision after the execution of this Agreement, for which failure to comply may result in discipline of an employee, shall be posted and provided to the employees and their affiliated DCU union.
- H. The District will supply to the DCU President and DCU Vice President the employee information required under ORS 243.804(4) on a monthly basis.
- I. If a job position covered under the terms of this agreement becomes open and vacant, the District will notify the DCU President and DCU Vice President on or before the day the job is posted.

ARTICLE 5

NO STRIKE CLAUSE

CCL

During the life of this Agreement, the DCU or any employee(s) will not authorize, cause, engage in, or sanction any form of illegal concerted work stoppage, boycott, picketing, or any other interruption of work at, within, or concerning any facilities or operations of the School District. The District shall not cause an illegal lockout of employees from their work.

ARTICLE 6

MANAGEMENT RIGHTS CLAUSE

CCL

Except as otherwise provided in this Agreement, the DCU agrees that the Board and its designees shall retain control and direction over all matters of inherent managerial policy. Such matters shall include, but are not limited to:

- A. The executive management and administrative control of the school system and its functions and programs, including the development of budgets and actions as may be necessary to meet emergency situations;

- B. Hire all employees and the right to determine their qualifications and the conditions of their continued employment or their discipline, termination, demotion, promotion or transfer;
- C. Assign and direct the work of all employees, and determine the number of shifts and hours and days of work and starting times and scheduling of all employees;
- D. Determine the policy affecting the selection, testing or training of employees;
- E. Establish the work and school calendar;
- F. Determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods and processes of carrying on the work, including any changes, automation, or institution of new methods or processes;
- G. Adopt rules, and regulations;
- H. Determine the location or relocation of its facilities, including the establishment or relocations of schools, buildings, departments, divisions or subdivisions and the relocation or closing of offices, departments, schools, programs, divisions or subdivisions, buildings or other facilities;
- I. Determine the placement of operations, production, services, maintenance or distribution of work and the source of materials and supplies;
- J. Determine the financial policies, including all accounting procedures and all matters pertaining to public relations;
- K. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization; and,
- L. Select and utilize technology.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District shall be limited only by the specific terms of this Agreement and are subject to the duty to bargain under ORS 243.650 et. seq. Whenever practicable, the District shall inform the DCU of any significant issues affecting employees covered by this Agreement.

ARTICLE 7

PAYROLL DEDUCTIONS

CCL

1. Any employee who is a member of the DCU, or who has applied for membership, may sign and deliver through the DCU to the District's Payroll Office an assignment authorizing deduction of membership dues in the DCU. Such authorization shall continue in effect from year to year unless revoked in writing between September 1 and October 1 of any year.

Pursuant to such authorization the District shall deduct the regular monthly dues from a regular salary check of the employee during each calendar month. With respect to all sums deducted by the District pursuant to said authorizations, the District agrees to remit such items within ten (10) days from the date of deduction to the DCU affiliate.

2. Upon appropriate written request from the employee, the District shall deduct from the salary of any employee and make direct deposit or other appropriate remittance for the following approved deductions:

Approved Charitable Organizations

School District No. 1 Health and Welfare Trust Premiums Credit Union (On Point Community Credit Union)

Up to two (2) different accounts with financial institutions Fixed or Variable Tax Deferred Annuity Plans

I.R.C. Section 125 Flexible Spending Account Plan

ARTICLE 8

BARGAINING UNIT AFFILIATION

CCL

- A. A representative from DCU or the appropriate affiliated union may meet with a newly hired employee during the employee's orientation for up to one hour. If the employee's orientation will not occur within thirty (30) days of the date of hire or if the employee will not be given a formal orientation, a representative from DCU or the appropriate affiliated union may meet with the newly hired employee within thirty (30) days of hire at a time mutually agreed upon between the union representative and the District.
- B. The DCU affiliated unions agree that they will indemnify, defend and save harmless the District and all persons acting on behalf of the District from all suit actions, proceedings, complaints, claims, liability or expense resulting from the implementation or enforcement of this Article, Article 7, or any provision thereof.

ARTICLE 9

MAINTENANCE OF BENEFITS

CCL

No employee covered by this Agreement shall suffer any reduction in rate of pay or fringe benefits solely as a result of the execution of this Agreement excluding any changes to healthcare benefits under Article 17.

ARTICLE 10

GRIEVANCE PROCEDURE

CCL

The purpose of this procedure is to provide for an orderly adjustment of grievances contended by an employee or group of employees.

SECTION 1 DEFINITIONS

1. An “aggrieved” is an employee or group of employees who initiate a complaint alleging they have been directly injured through a violation of the terms of this Agreement. The term “aggrieved” also includes the DCU with respect to alleged violations of its organizational rights under this Agreement.
2. A “grievance” shall mean a contention by an aggrieved that they have been directly injured by a violation of this Agreement. The term “grievance” shall not include and this procedure shall not apply to any of the following:
 - a. Any matter as to which the Board of Education is without authority to act.
 - b. Any matter for which a specific administrative or judicial remedy has been prescribed by the State and/or Federal Statute. (Such as employment discrimination, health and safety, etc.)
 - c. Any dispute concerning whether any part of this Agreement became effective or ceased to be effective.
3. For the purpose of this article, the term “days” shall mean work days excluding weekends and holidays.

STEP 1

The aggrieved employee shall first discuss the grievance with their supervisor, or other administrator whose action is alleged to have violated this Agreement within thirty (30) days of the alleged violation. The employee may be represented as described in Section 2. The supervisor shall respond within ten (10) days following the date the grievance was presented.

STEP 2

If no settlement is reached at Step 1, within ten (10) days the DCU or affiliated union may submit the grievance in writing to the department head who shall promptly investigate the allegations in the grievance. The department head will schedule and conduct a Step 2 grievance meeting within fifteen (15) days from the date the grievance is advanced. If a Step 2 grievance meeting is held where the aggrieved is present, they may be represented according to Section 2. Grievances regarding discipline shall be filed in writing by the DCU or affiliated union at Step 2 within ten (10) days of the alleged violation. Grievances regarding DCU alleging violations of its organizational rights under this agreement must be filed in writing at Step 2 within ten (10) days of the alleged violation. Within ten (10) days following the Step 2 grievance meeting, the department head shall render a decision in writing.

STEP 3

If the grievance is not resolved at Step 2, within ten (10) days following the department head's written decision, the DCU or affiliated union may advance the grievance to Step 3 in a written notice to the Senior Director of Employee & Labor Relations (or designee). A Step 3 grievance meeting shall be scheduled. A grievance regarding discharge shall be filed at Step 3 within ten (10) days of the alleged violation. Within ten (10) days following the Step 3 grievance meeting, the Senior Director of Labor Relations (or designee) shall render a written decision.

STEP 4

If no settlement is reached at Step 3, the affected DCU affiliated union and/or the DCU may, within ten (10) days following the Step 3 decision, notify the District in writing of intent to arbitrate and may request a list of arbitrators from the Employee Relations Board as provided below.

- A. The arbitrator shall be selected from a list of seven (7) arbitrators from Oregon and Washington, provided by the Employment Relations Board. Each party shall then alternately strike one name from the list until one remains and such person shall be the arbitrator. Nothing is intended to preclude the parties from mutually agreeing on an arbitrator.
- B. Neither an employee nor a DCU affiliated union may appeal to arbitration without approval of the DCU and without notice to the District of the appeal to arbitration.
- C. The arbitrator must render their decision in writing within thirty (30) days following completion of the hearing.
- D. The arbitrator's decision shall be confined exclusively to the explicit provision(s) of this Agreement at issue between the parties. The arbitrator shall have no authority to add to, detract from, remove, alter or amend or in any other way modify any provision of this agreement or impose on any party hereto a limitation or obligation not explicitly provided for in this agreement. The arbitrator shall not substitute their judgment for that of either the District or the DCU.
- E. The decision of the arbitrator shall be binding of all parties, provided: (1) the arbitrator must restrict their decision to interpretation of the Agreement, (2) is in accordance with the legal meaning of this Agreement, (3) is based on substantial evidence, and (4) does not result in an obligation to pay money beyond amounts budgeted for the particular item or purpose in the current budget.
- F. Should either party wish to seek review of an arbitrator's decision, proceedings must be instituted in a court or agency of competent jurisdiction within thirty (30) days of the effective date of the arbitrator's decision.
- G. Cost charged by the arbitrator shall be shared equally by the parties as determined by the arbitrator.

SECTION 2 GENERAL PROCEDURES

- A. The aggrieved must be present at Step 1 and may be present at all others. In processing the

grievance, the grievant may:

1. Represent themselves as described in Step 1 of this grievance procedure, or
 2. Be represented by their union at the union's expense. The number of days indicated at each level should be considered maximum, and every effort should be made to expedite the process.
- B. It may at times become necessary to extend time limits. These extensions are to be kept to a minimum and must be mutually consented to in writing by the parties involved.
- C. Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a decision to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
- D. The District shall cooperate with the grievant in the investigations of any grievance, and further will furnish the grievant or their representative with such necessary and readily available information as requested for the processing of any grievance.
- E. Except as otherwise provided by law, an employee shall invoke and exhaust the grievance procedure remedies before resorting to any other legal or administrative remedies for the conduct complained of, and failure to do so shall preclude resort to such other remedies.
- F. A representative of the DCU may be present at all steps of the procedure. The DCU will be notified promptly of the terms of the final decision or settlement of any written grievance filed and may itself file a grievance based on an alleged inconsistency thereof with this Agreement within ten (10) days from receipt of such notice.

ARTICLE 11
DISCIPLINE, DEMOTION AND DISCHARGE
CCL

- A. No employee shall be disciplined without cause. For the purpose of this Article, discipline shall include written warnings and reprimands (excluding evaluations) placed in the employee's personnel file, suspension or discharge.
- B. If a complaint, that is, an allegation brought by a citizen or non-supervisory third party is used to support disciplinary action, the supervisor shall cause the complaint to be reduced to writing and placed in the personnel file. The name of the complainant shall be disclosed if the employee so requests.
- C. An employee who is disciplined or discharged has the right to use the grievance procedure.
- D. An employee shall have the right to request and have a representative present at any

meeting, called by the supervisor, which the employee reasonably believes the information they give may result in discipline. Prior to such a meeting, the employee will be notified of its purpose. The right of representation will not exist when the meeting relates solely to evaluation of the employee's work performance.

- E. Discipline shall be administered in private and shall be progressive. The nature of the offense shall determine where progressive discipline is initiated. This section shall not apply to warnings related to safety issues.
- F. Prior to discipline, discharge or demotion as a result of unsatisfactory performance, an employee shall be given the reason, in writing, such action is to be taken.
- G. Where the District determines that the nature of the offense is such that the unsatisfactory conduct or performance of the employee can be corrected and warrants continuance of employment, it shall so inform the employee, in writing, and provide the employee with an opportunity to correct the unsatisfactory performance.
- H. Where the District determines that the nature of the alleged misconduct necessitates the removal of the employee from the workplace, the District will place the employee on paid administrative leave pending the outcome of the District's investigation..
- I. The probationary period for newly hired employees will be six (6) calendar months. Termination of probationary employees shall not be subject to appeal unless there is a question of fact.
- J. The District will not rely solely on information obtained through the utilization of GPS systems in order to discipline employees. The District agrees to provide introductory training and orientation to employees who drive vehicles equipped with a GPS device.

ARTICLE 12

NON-DISCRIMINATION

CCL

In administering the terms and conditions of this Agreement, the parties agree to comply with applicable State and/or Federal Statutes and/or regulations regarding nondiscrimination, i.e., on the basis of age, gender, religion, race, color, national origin, disability, marital status, sexual orientation, veteran status, union or political activity and association or other category protected by Federal, State or Municipal law. It is the expressed intent of the DCU, in executing this Agreement, that the Board and its designees shall retain sole control and direction over the District's compliance with such laws and/or regulations and that this Article shall in no way be interpreted as affecting the application thereof. The DCU shall use its best efforts to direct employees complaining of such discrimination to appropriate District administrative remedies. It is the intention of the parties that the interpretation given to this Article shall be consistent with the proper interpretation of the provision of the Oregon Fair Employment Practices Law contained in ORS 659A.321 and 659A.030.

ARTICLE 13
PERSONNEL FILE

- A. Each employee shall have the right, upon request, to review the contents of their own personnel file in accordance with ORS 652.750. Only one official personnel file shall be maintained by the District for each employee.
- B. A representative of the DCU or counsel for the employee may, at the employee's request, accompany them in this review. An employee may request that letters of warning and reprimand (excluding evaluations) be removed from their file after two (2) years, provided that no subsequent such entries have been made into that file. **The District shall have a collaborative conversation with the employee and the appropriate District representatives (e.g. Department Manager and Human Resources) to discuss the request. The rationale for any denials will be provided in writing and placed in the employee's personnel file. Employees can make annual requests for removal after the final written decision.**
- C. The District shall provide an employee with a copy of any materials placed in their file. Materials placed in an employee's file shall bear the date of such placement. An employee may respond in writing within thirty (30) days to any material placed in such file, and the response shall become part of the file.
- D. Anonymous materials shall not be placed in the personnel file.

ARTICLE 14
OVERTIME AND CALL BACK

- A. OVERTIME
 - 1. **When overtime is necessary, the District will make every effort to solicit qualified volunteers first.**
 - 2. Overtime shall be work performed by an employee which is scheduled **and approved** by the District prior to the completion of, or beginning of, the employee's shift and is in excess of eight (8) hours in one day or forty (40) hours in one week. Overtime shall be compensated at time and one-half of the employee's hourly rate. The overtime rate shall also apply to work performed on Saturdays and Sundays unless such days fall within an employee's regular work week assignment.
 - 3. An employee scheduled to work on their regular day off shall be guaranteed a minimum of four (4) hours of work.
- B. CALL BACK
 - 1. An employee called back to work after completing a shift shall be compensated at the greater of the following:

- a. Overtime rate times actual hours worked (which shall include reasonable time of travel to and from their home, not to exceed twenty (20) minutes each way), or
 - b. Four (4) hours of straight time pay.
 - c. Employees shall have a minimum of eight (8) hours off duty following a call back before returning to work on a regular shift with no loss of pay. Employees who are required to return to work without such eight (8) hours off duty shall be paid at the overtime rate for all hours worked until such time as they have received eight (8) hours off duty.
2. If the employee is called back to work on their regular day off, the minimum provided in A.2 will apply.
 3. An employee who is called after hours for work-related consultation shall be compensated one (1) hour at the overtime rate.

C. EXTENSION OF WORK YEAR

Work performed outside an employee's regular work year shall not be viewed as call back and shall not qualify for overtime unless it exceeds eight (8) hours in one (1) day or is performed on Saturdays, Sundays, or a holiday. The employee shall be guaranteed a minimum of four (4) hours straight time pay unless a different minimum is set forth in the applicable Appendix of this Agreement.

D. OVERTIME ON HOLIDAYS

An employee who works on a paid holiday (See Article 20) shall receive holiday pay plus their overtime rate for hours worked.

E. COMPENSATORY TIME

Unless the appropriate appendix provides otherwise, in lieu of pay, compensatory time off at the overtime rate may be specified by the District. However, time off or pay must be granted by the end of the next calendar month following the month in which the overtime was worked.

ARTICLE 15

LUNCH AND REST PERIODS

CCL

- A. Each employee working more than four (4) hours per day shall be entitled to a minimum of one-half (1/2) hour duty free lunch period without pay.
- B. Employees shall receive a fifteen (15) minute rest period during each four (4) hours of work not to exceed two (2) such breaks during a regular eight (8) hour day, whenever practicable.

ARTICLE 16

LEAVES

CCL

This article is intended to comply fully with the requirements of the Oregon Paid Sick Leave Law, Paid Leave Oregon (PLO), the Oregon Family Medical Leave Act (OFLA), and Federal Medical Leave Act (FMLA). Leaves provided under this Article are intended to meet the legitimate needs of employees. Any abuse of leave may be subject to the provisions of Article 11. When appropriate and lawful, the leave provisions in this Article 16 run concurrently with any leave protected by state or federal law.

A. SICK LEAVE

1. Employees who are employed on a regularly scheduled basis shall be entitled to sick pay on account of sickness at a rate equivalent to one (1) day per month, based upon the employee's scheduled work. The use of sick pay shall be limited to personal illness of the employee, including medical or dental appointments.
2. Employees who have completed one (1) full year of service with the District shall be accredited with the equivalent annual sick leave at the beginning of each fiscal or school year. Such advance credit is based upon one (1) day per month worked. If an employee uses the advance credit in excess of that which would be normal accrual and terminates employment, the District shall be entitled to recover from the employee's final paycheck, an amount of money equal to the amount paid for overused sick leave. Other employees shall be credited at the rate of one (1) day for each month worked. Employees working fifty percent (50%) of the month or more shall be accredited with a full day's sick leave. Accrual of sick pay shall continue during any period of absence paid by the District.
3. Sick leave days may be accumulated by employees only if not used in the year for which granted. Total sick leave which can be accumulated shall be unlimited.
4. When an employee has exhausted their accumulated sick leave credits, they shall be entitled, in the event of illness, to receive "reserve sick leave" in the amount of one (1) day for each year of service at two-thirds (2/3) of their daily rate of pay. Such additional allowance shall not accumulate and each year's allowance may only be used once. Employees must use the same leave request and prior notification procedures for reserve sick leave that applies for regular sick leave.
5. Employees shall not be credited with any sick leave days with respect to periods during which they are on an unpaid, unprotected leave of absence from work for the District of more than one (1) month duration; their accumulated sick leave shall not be charged with days of sickness during such leave; and they shall not be paid for days of illness during such leave except when the illness or injury is the factor which entitled the employee to the leave in question.

6. Employees who are absent four (4) or more consecutively scheduled workdays may be required to submit a physician's statement or other appropriate verifying documentation upon return to work.
7. The District will establish a Sick Leave Bank, for which the DCU may solicit voluntary contributions from employees of up to five hundred (500) hours per year for use by employees who have exhausted their sick leave. The guidelines for use of the Sick Leave Bank will be jointly developed by the District and the DCU which will include the following:
 - a. Use of hours from the Bank shall only be approved in case of critical illness or injury of an employee.
 - b. The employee must have exhausted all of their accumulated sick leave and vacation hours.
 - c. To be eligible, an employee must have been employed by the District for two (2) years or more.
 - d. Request for use of the Sick Leave Bank will be jointly approved by the DCU and the District. Requests of less than five (5) days or more than twenty (20) days will not be considered.
 - e. The Sick Leave Bank will not be used in association with a worker's compensation claim.
 - f. Employees' contribution to the Bank shall be for not less than four (4) hours nor more than one hundred (100) hours.

B. OTHER PAID LEAVES

An employee who is on an authorized paid leave as provided by this Section shall receive no loss of pay or benefits.

1. Family Illness

- a. All employees shall receive up to three (3) additional days per fiscal year with pay in case of illness of a member of the employee's immediate family. "Immediate Family" shall be interpreted to mean spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers and sisters of the employee, and also any person living in the home with the employee (use of this leave shall be for instances where care or attention by the employee is necessary). In the event that emergency conditions arise, an extension of family leaves shall be determined upon the merits of the individual case by the Office of the Superintendent (or designee). Employees who commence employment after the end of the first semester shall be entitled to one-and-one-half (1.5) days of family illness leave. After utilizing the available days for family illness leave, the employee may charge against their accumulated sick leave when additional time is needed to provide care for a member of the employee's immediate family.

- b. When an employee is laid off, accumulated sick leave will be frozen, and when the employee is recalled from layoff, such sick leave will be reinstated for that employee.

2. Absence Due to Quarantine or Isolation

An employee's absence from work because of quarantine or isolation to prevent the spread of a communicable disease by the appropriate public health official shall not be charged against the employee's sick leave and the employee shall suffer no loss in pay. Quarantine or isolation pay will not extend past the standard quarantine or isolation period established by the local public health authority, but in no event shall it exceed thirty (30) days.

To qualify for quarantine or isolation pay under this Section, an employee must be fully vaccinated (if a vaccine is available) as defined under guidelines set by the federal and state health authority, including any boosters.

3. Paid Leave Oregon (PLO) Top Off

- a. Employees may, at their request, elect to top off PLO benefits up to 100% of the employee's average weekly wage (as defined by PLO) using other accrued paid leave balances when they apply.
- b. If the employee elects to top off, the District will pay the top off directly to the employee in accordance with the District's usual practices for use of paid leave.
- c. Any overpayment of top off must be repaid by the employee. In the event of such an overpayment, PPS will seek to adjust employee's leave balance to true up the top-off payment accordingly.
- d. Employees who elect to top off will use leave balances towards the top off in the following order for the following conditions:
 - 1. employee health condition: sick, personal, vacation (if applicable)
 - 2. family health condition: family illness, sick, personal, vacation (if applicable)
 - 3. maternity/parental: sick, personal, family illness, vacation (if applicable)

4. Funeral Leave

- a. An employee shall be permitted an absence of up to one (1) day to attend the funeral of a relative or friend, although one-half day would generally be sufficient. When, in their opinion circumstances demand it, the Supervisor shall authorize two (2) days leave to attend the funeral of a relative.
- b. An employee who is absent because of a death in their immediate family shall be permitted three (3) consecutive days (or in the case of spouse, parent or child, five (5) consecutive days) and two (2) additional days at two-thirds (2/3) of their scheduled salary. "Immediate Family" shall be interpreted to mean spouse, children,

parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers or sisters. Any other person living in the home of the employee shall be considered as immediate family providing the employee was responsible for the care of such person. In the event of death in the employee's immediate family during the employee's vacation time, they shall be entitled to the funeral leave provided by this Section in addition to accrued vacation time.

5. Emergency/Personal Business Leave

Employees employed on a regularly scheduled basis shall be entitled to three (3) days leave per work year without loss of pay under the following circumstances:

- a. In the case of unanticipated circumstances beyond the employee's control and for which prior planning cannot be made; or,
- b. For attending to matters which cannot be scheduled outside the employee's work hours and for which the personal attention of the employee is required. In such cases, a request indicating the reason for the leave must be made to the responsible administrator at least twenty-four (24) hours in advance.

Such leaves shall not be used for recreation, other employment, union or political activities, or to extend other leave categories as provided by this Agreement, unless on approved Paid Leave Oregon (PLO), Federal Family and Medical Leave (FMLA) or Oregon Family Leave (OFLA).

6. Mandatory Court Appearances

- a. An employee subpoenaed to appear as a court witness shall be excused from their work assignment without loss of pay, provided that the employee shall submit any witness fee received to the School District Business Office along with a copy of the subpoena. In cases where the employee is a plaintiff or defendant to the action, absence will be without pay or, at the employee's election, emergency leave as provided in Paragraph 4. An employee required to appear in court as a co-plaintiff or co-defendant with the District shall be released without loss of pay.
- b. An employee subpoenaed for jury duty shall be excused from their work assignment without loss of pay provided that the employee shall submit any jury fee received to the School District Business Office along with a copy of the subpoena. On days when the employee is excused from jury duty, they shall report to their work assignment provided four (4) hours or more of their workday remains at the time they are excused; and provided that length of time on jury duty prior to excuse and their work day with the District shall not exceed their normal workday.

C. UNPAID LEAVES

1. Special Leaves of Absence

Employees who have been continuously employed for two (2) or more years may apply for a special leave of absence without pay. The Superintendent (or designee) shall exercise

discretion in the granting of such leaves. Such leaves shall not exceed one (1) year without special authorization of the Board. Employees on such leaves shall not be permitted to engage in remunerative service without the approval of the Superintendent (or designee). Leaves under this Section shall be consistent with the Oregon Family Leave Laws and the Federal Family and Medical Leave Act of 1993.

2. Child Care Leave

- a. An employee covered by this Agreement shall be eligible for a child care leave (maternity, paternity or adoption) for up to six (6) months. The District may, upon written request, extend such leave for additional periods of time.
- b. An employee who returns to duty following a child care leave shall be entitled to any step increases received by other employees within their classification provided they were continuously employed for at least one-half (1/2) of their designated work year immediately prior to beginning the leave.
- c. The District shall retain full control and authority to establish policies and regulations in accordance with State statutes, regarding the administration of maternity and child care leaves. Such policies and regulations may include, but not be limited to: application procedures, requirements for physician statements, return procedures, etc. Such policies and regulations shall not be considered as part of this Agreement.

3. Federal Family Medical Leave Act and Oregon Family Leave Act

Family medical leave shall be granted according to the provisions of Federal Family Medical Leave Act and Oregon Family Leave Act (FMLA and OFLA). If there is a conflict in the two (2) statutes, the employee gets the greater benefit.

The District may require employees to utilize all accrued paid leave if on an approved FMLA/OFLA leave of absence.

4. Military Leave

The District shall be solely responsible for the establishment of a military leave policy required by state and federal law including ORS 408.210 through 408.290.

D. RETURN FROM LEAVE

Employees who are on an approved leave shall have the right to return to their position within twelve (12) calendar months providing the position continues to exist. Employees who are hired to replace an employee on an approved leave shall be considered as a temporary employee.

ARTICLE 17

INSURANCE

A. HEALTH AND WELFARE TRUST

1. The District shall contribute to the School District No. 1 Health and Welfare Trust, the cost of full time bargaining unit members and their dependents and domestic partners participating in the insurance plans of the Trust.
 - a. Effective January 1, ~~2024~~ 2026, the District shall contribute to the School District No.1 Health and Welfare Trust, a contribution not to exceed ~~\$1,570.00~~ \$1,666.00 per participating full-time eligible employee, per month.
 - b. Effective January 1, ~~2025~~ 2027, the District shall contribute to the School District No.1 Health and Welfare Trust, a contribution not to exceed ~~\$1,616.00~~ \$1,728.00 per participating full-time eligible employee, per month.
 - c. All employee groups with the exception of employees covered by Appendices A and C, shall have the options available under the package provided by the School District No. 1 Health and Welfare Trust. Employees in Appendix A (Warehouse Workers and Truck Drivers) and Appendix C (Television Services) have negotiated to participate in the insurance plans offered by the Teamsters 206 Employers Trust.
 - d. The employee's portion of the monthly premium shall be made through a "lump-sum" deduction from their paycheck. Should the appropriate tax codes allow, said deduction shall be made on a pre-tax basis upon proper authorization from the employee. Should the District's payroll system allow, said deduction shall be made on the employee's first (1st) paycheck of the month for which the contribution is made.
2. During the life of this agreement, should the District increase the health insurance contribution of SEIU, PFSP, ATU, or the unrepresented employees of the District, at the DCU's discretion, this Article may be reopened for further negotiation under the expedited bargaining rules.

B. WORKER'S COMPENSATION

All employees of the District are eligible for State workers' compensation benefits. For absence due to a compensable injury as defined in ORS Chapter 656, an employee shall retain the compensation check that they receive for time lost. The employee may supplement their compensation check with accrued accumulated sick leave. Coordination of Workers' Compensation benefits and Sick Leave Benefits shall be in accordance with applicable state regulation. For the purpose of this Paragraph, it shall be considered that an employee's "regular check" paid in a particular payroll period is for services during all that payroll period. For instance, a monthly check paid in August equaling one-twelfth (1/12) of the employee's annual salary shall be deemed compensation for services during August so that workers' compensation benefits received with respect to all or part of that month would be deducted from the amount regularly payable as compensation from the District for such month. Employees who are absent due to an on-the-job injury shall continue to accumulate vacation credits.

ARTICLE 18

SAFETY

CCL

A. SAFETY

1. The District shall maintain safe working conditions in accordance with established federal and state regulations. The District and employees covered under this Agreement should work to avoid or minimize hazards.
2. The parties agree to comply with Oregon OSHA regulations.
3. SAFETY FOOTWEAR. The District will pay an allowance of \$200 per fiscal year to each employee who is required by the District to wear safety footwear when performing their regular work duties.

Definition: safety footwear shall mean safety shoes and boots that meet the most current ASTM standard that provides both impact and compression protection (currently ASTM F2413-18).

B. PHYSICAL EXAMINATIONS

1. In the interest of safety and the wellbeing of students, employees and the public, the District and the DCU and its affiliated unions agree to the objective of a substance free workplace. The District, at its discretion, may require that new employees have a medical examination including substance testing.
2. Such examination of a current employee(s) may also be required:
 - a. When supervision has reason to suspect employee conduct in violation of this drug and alcohol policy. Reasonable suspicion may be based on observations that the employer can describe, such as appearance, behavior, speech, breath odor, bodily symptoms, paraphernalia, or such other reasonable and responsible reason.
 - b. In the event of direct involvement or possible involvement in any type of accident or near- accident in which it can be shown that the employee's behavior, judgment, actions, or lack thereof reasonably contributed to the accident or potential accident, injury, or damage to property or equipment.
3. The District will comply with the Omnibus Testing Act of 1991 and will pay for post-accident, random, re-employment, and reasonable suspicion abuse testing. Before implementing random testing, the District will notify DCU and engage in bargaining upon request by DCU.

C. PROPERTY LOSS

The District shall reimburse employees for loss of personal property, excluding the employee's automobile, which occurs while the employee is on duty under the following circumstances:

1. When the loss is a result of any unwarranted assault on the employee's person suffered

while on duty.

2. Property stolen by the use of forcible entry on a locked container. Reimbursement shall be at replacement costs (not exceeding actual cost) less any insurance or worker's compensation reimbursement. Reimbursement shall not be made for losses less than five dollars (\$5.00) or that portion in excess of four hundred dollars (\$400.00) and shall not be made when carelessness or negligence on the part of the employee was evident.

Employees shall cooperate and support the District in its investigation and resolution of any reported loss. The District will provide assistance in attempting to investigate and/or reclaim other stolen or damaged personal property including automobiles.

D. FINGERPRINTING

The District will pay for the costs of record checks and fingerprinting of existing employees as required by state law.

ARTICLE 19 REDUCTION OF STAFF

CCL

- A. The District will consider all available alternatives prior to considering staffing reductions, including transfer to a vacant position provided the employee meets the minimum qualifications for the position. In the event the District determines a staff, classification, or employee group reduction becomes necessary, the District will release personnel in the inverse order of their length of service but may give consideration to special qualifications and experience, and minority employment. In the absence of such considerations and exemptions, layoff shall be based on seniority.
- B. Notice to DCU. The District will provide DCU as much advanced notice as practicable of anticipated reductions. The District will meet with DCU within five (5) working days following the notice of anticipated reductions. Upon request, the District will provide a current seniority list and copies of any non-privileged materials relied upon to determine the necessity of a reduction.
- C. Notice to Employee(s). The District will provide at least two (2) weeks written notice of layoff to each employee to be laid off under the provisions of this Article and will provide a copy to DCU. If an employee receives less than two (2) weeks advanced notice before the layoff date, the District will compensate the employee in an amount equal to the base wage the employee would have earned for the remainder of the two (2) week period had the layoff not occurred. This provision applies only to regular employees.
- D. Reductions shall be accomplished within employee classifications which are within employee groups. For the purpose of this Article, an employee group shall be considered as a category of employees, such as carpenters. An employee classification is a level of

assignment within that group, such as foreperson. Reductions shall be by seniority within a classification; however, the District may assign employees from a higher classification to a lower classification within an employee group. The District shall not assign employees to a lower salary level without a corresponding change in job assignment or responsibility.

- E. Employees who have received a written notice of layoff may apply to any open and vacant position(s) in the District.
- F. An employee who rejects an assignment of equal pay and classification shall, by doing so, forfeit all rights under this Article. An employee offered an assignment of lower classification and salary, due to staff reduction, may elect layoff and retain the recall rights provided by this Article.
- G. An employee who is terminated due to such reduction in staff shall have preference in filling positions within their employee classification and shall be recalled by the District for employment in such classification based upon seniority with the District; provided, however, they are qualified for the assignment. Employees so terminated shall retain such right of recall for a period of two (2) years from the date of termination. The District will email and mail recall notices by certified mail to the last addresses reflected in the employee's official personnel file. Recalled employees must indicate their acceptance in writing within five (5) business days following receipt of the notice of recall. Employees so recalled by the District shall be reinstated with seniority rights accumulated as of the date of their termination. Any employee recalled by the District for a position comparable to the one from which they were terminated and who rejects such an assignment shall relinquish all rights provided in this Article and Agreement.
- H. By May 30, the District shall attempt to notify employees, whose work years correspond with the school year, of the intended employment status with the District for the following school year. Failure by the District to provide such notice of changes in staffing plans following issuance of notification will not interfere with the authority of the District to reassign or terminate an employee.
- I. This Article shall not apply to employees hired on a temporary basis. A temporary employee is one who is hired to fill a position with a duration of six (6) consecutive months, or less, or to replace a regular employee on an approved leave of absence or absence due to an on-the-job injury.
- J. A regular employee laid off in accordance with this Agreement who is employed elsewhere will not forfeit future recall rights by declining reemployment with the District when the anticipated period of work is less than ninety (90) calendar days. An employee who does return to work for a short-term assignment of less than ninety (90) calendar days will not accrue additional seniority.
- K. See the individual appendices for additions and/or exceptions to this Article.

- L. All temporary employees, including retirees continuing to work, shall be terminated before any full- time employees are laid off within classification.

ARTICLE 20

VACATIONS AND HOLIDAYS

- A. Employees who are employed on a twelve (12) month basis shall accrue vacation with pay on a monthly basis as follows*:

Completed ~~Years~~ Months of Service	Annual Vacation (days)	Rate of Monthly Accrual
~~2 years and less~~ 0 - 35 months	10 days	6.7 hours
~~3-6 years~~ 36 - 83 months	15 days	10.0 hours
~~7-10 years~~ 84 - 131 months	18 days	12.0 hours
~~11-14 years~~ 132 - 179 months	20 days	13.4 hours
~~15 years and above~~ 180 months and beyond	22 days	14.7 hours

*Vacation days and rate of monthly accrual are awarded on the first day of the next month they are earned.

Employees shall accumulate vacation credits at the appropriate above monthly accrual rate following completion of each month worked. For employees with dates of hire after the first working day of a month, accrual shall begin (and/or be increased to the next step) the following month. For the purpose of this Article “month worked” shall mean on-the-job time, vacation time and authorized paid leave. New employees shall be eligible to take vacation upon successful completion of their probationary period. Exceptions may be made upon approval of the employee’s supervisor. However, at no time shall an employee take paid vacation against time not yet earned.

Vacation requests must be submitted to an employee’s supervisor at least seven calendar days in advance, and vacation requests are subject to supervisory approval. A supervisor may require that vacations be scheduled at a time least disruptive to the department to which the employee is assigned.

The number of days carried over at the end of each calendar year shall not exceed two (2) years' accrual, any overage will be lost. An employee who has scheduled vacation and is prevented by the District or workers' compensation compensated injury from taking their scheduled vacation, and because of a change in the fiscal year would lose accrued vacation hours, shall be allowed to reschedule the vacation period within a reasonable time.

An employee who occupies a position having a work year of less than twelve (12) months and who transfers to a 12-month assignment may count the time employed in the previous assignment as qualifying for vacation allowance. The basis for this allowance shall be the number of days worked in the previous position divided by a 21.75 day calendar month. This number will be converted to years of service and the employee shall commence to accrue vacation credits at the monthly rate shown above.

This Section shall not apply to employees hired on a temporary basis.

B. HOLIDAYS

1. Regularly employed 190-192-200-210 day employees shall receive the following paid holidays:

Labor Day
Veterans' Day
Thanksgiving Day
New Year's Day
Presidents' Day
Memorial Day
Martin Luther King's Birthday

Regularly employed 12-month employees shall receive the above days and, in addition, shall receive Juneteenth, Independence Day, and Christmas Day. Holiday pay is included in the monthly annual salary of salaried employees. **In calendar years where there are 261 work days, the day after Thanksgiving shall be designated as a non-work, non-paid day on the District 260 Work Year Calendar.** Regularly employed hourly employees shall receive full pay for holidays. Employees who do not regularly work year-round shall receive Juneteenth and Independence Day if they work the regular business day before and the regular business day after the observed holiday.

2. Employees shall receive holiday pay provided the holiday falls on a scheduled workday of an employee and that the employee worked or was on an authorized paid leave the

nearest scheduled workday immediately preceding and following the holiday.

3. The District reserves the right to change the days designated as paid holidays provided that in so doing it does not reduce the number of paid holidays. Thirty (30) days prior to implementing such change, the District shall notify the DCU of the reasons therefore and provide opportunity for consultation.
4. Employees who are members of a religious faith may use the leave provisions of Article 16.B.5 for participation in religious observances when such participation during the workday is required by that faith.

ARTICLE 21

COMPENSATION

Effective ~~July 1, 2024~~, January 1, 2027 a two percent (2%) ~~an~~ increase shall be applied to the wage rates of all the classifications covered by this Agreement. ~~in the amount of \$2.13 per hour.~~

On July 1, ~~2025~~ 2027, a ~~four percent (4.0%)~~ two percent (2%) increase shall be applied to the ~~salaries~~ wage rates of all the classifications covered by this Agreement.

On December 1, 2027, a one point eight percent (1.8%) increase shall be applied to the wage rates of all the classifications covered by this Agreement.

BONUS PAY PROGRAM

The District may implement a bonus pay program for a group of employees (such as employees assigned to a particular school) to receive additional compensation above their normal wage or salary rates based on the group's successful completion of goals specified in advance by the District. Nothing in this Agreement precludes bargaining unit members from participating in the program or receiving the bonus pay subject to any provisions in the applicable Appendix.

SCHOOL YEAR

The Board retains the right and authority to change the days on which school shall be held and to make any adjustments to the work year. In the event of adjustment to the work year, the District shall consult with the DCU before implementing any change, and the salaries set forth in this Agreement shall be adjusted for the added or deleted days on the basis of the employee's daily rate under said salary schedules.

PERSONAL VEHICLES

Employees who are required to use their personal vehicles for travel on behalf of the District during on- duty time shall be reimbursed by the District. The District may require as a condition for reimbursement that the employee provide a certificate of insurance showing that the employee has basic liability coverage equal to or greater than minimum amounts required by District policy or

regulation. Reimbursement shall be at the rate established by the Internal Revenue Service.

PAYCHECK ON TERMINATION

The District will issue a paycheck on the next regularly scheduled payday to an employee covered by the DCU Agreement who resigns from their position. The final paycheck will be available to the employee by the first business day after the last day of work in the event of discharge or layoff.

SCHOOL CLOSURES

On scheduled workdays, if the District decides to close or delay opening, employees can use Emergency Leave pay or Vacation pay in lieu of unpaid leave unless employees have no such leave available. When employees report to work due to failure of the District to notify employees or delayed notice of closure, employees reporting to work shall receive at least one-half day of compensation.

ARTICLE 22

DURATION

- A. Except as may otherwise be provided for in this Article, this Agreement shall become effective as of the date it is signed by the parties and shall continue in effect through 11:59 pm, December 31, ~~2025~~ 2027.
- B. The parties agree to enter into successor negotiations no later than ~~September 15, 2025~~ August 1, 2027.
- C. Should there be an intervening change in the law which would significantly reduce the District's revenue, and thus, its fiscal stability below the level being planned for at the time of the execution of this Agreement, the parties agree to reopen the negotiations on salaries and other economic benefits established by this Agreement.
- D. In the event that under applicable laws, some other method of representation or some other applicable representative for employees is elected, this Agreement shall not terminate, but shall be fully binding according to its terms upon any and all employees or successors to the DCU as exclusive representative of employees or portion thereof, except as to representation of employees for whom the DCU remains the exclusive collective bargaining representative by law, such event shall terminate the rights and authority of the DCU under this Agreement.

APPENDIX A

SALARY SCHEDULE FOR WAREHOUSE WORKERS AND TRUCK DRIVERS

THE WAGE RATES FOR JOURNEYMEN WAREHOUSE WORKERS AND TRUCK DRIVERS SHALL BE:

	HOURLY RATE		
	January 1, 2027	July 1, 2027	December 1, 2027
Warehouse Worker	\$22.58	\$23.03	\$23.45
Warehouse Worker/Truck Driver	\$33.34	\$34.01	\$34.62

1. Rates for Leadperson, Foreperson and General Foreperson when assigned by the District will be as follows:
Leadperson: Truck Driver/Warehouse Worker rate plus three percent (3%)
Foreperson: Truck Driver/Warehouse Worker rate plus ten percent (10%)
General Foreperson: Truck Driver/Warehouse Worker rate plus fifteen percent (15%)
2. A Warehouse Worker assigned responsibility for the Food Service Department's cold food storage shall receive Truck Driver/Warehouse Worker rate plus five percent (5%).
3. An employee substituting in, or temporarily assigned to, a higher classification for two (2) hours or more shall be paid at the rate of the higher classification.
4. Present employees will be given the opportunity to apply for vacancies in the department to which they are assigned. The most senior employee who meets the qualifications for the position will be assigned to the vacancy. Upon selection, employees will serve a 90-day trial service period in the new assignment. During the trial period, if the employee's performance is unacceptable, the employee and their supervisor will meet to discuss. If the employee is unsuccessful, or chooses, upon completion of the 90-day trial period, the employee will be returned to their former position. Employees in other departments so requesting will be interviewed and considered to fill vacancies prior to considering outside applicants. The District reserves the right to appoint to Lead and Foreperson positions.
5. Except in an emergency, twenty-four (24) hours advanced notice shall be given for any required overtime. Employees shall be given the opportunity to sign up for scheduled overtime. Such work shall then be assigned to the most senior worker(s) who signed up providing they are qualified. If no worker signed up, the work shall be assigned to the

worker with the least seniority who is qualified.

6. Seniority shall be based on length of continuous employment by the District as a driver and/or warehouseman under this Appendix. In the event of a layoff, the District will release personnel in the inverse order of their seniority. When filling a regular vacancy, the District will recall by seniority. The District will follow the provisions outlined in Article 19 of this contract. Laid off employees shall have the right to refuse work of less than thirty (30) days duration without affecting their rights of recall provided under Article 19 and this Appendix. A Leadperson and Foreperson shall be considered as a separate classification provided they have been in a Leadperson/Foreperson assignment for a minimum of one (1) year.
7. When the District has twenty-four (24) hours advance notice of available work on a previously unscheduled day, meaning at least one eight-hour shift, the District shall make a good faith effort to contact the most senior employee on the department's seniority list for such available work.
8. An employee who is hired into a full-time position (eight (8) hours per day) will be guaranteed full-time work (eight (8) hours) on each day worked.
9. Prior to hiring temporary workers, any extra work during school recess periods, such as winter, spring and summer breaks, shall be offered to those employees whose regular work year coincides with the school year, providing they are qualified. This, however, shall not prevent the District from the practice of providing temporary employment opportunities for students.
10. The District shall inform Teamsters Local #206 of any new hires, in accordance with Article 4 Section H.
11. The District has the right to subcontract out bargaining unit work and/or work currently being performed by members of the bargaining unit. Subcontracting shall not be defined to include the District's past practice and present methods of operation. However, no work that involves the warehousing of District supplies will be outsourced. The District retains the unlimited rights, among others, to direct ship from vendors and to lease out warehouse space. If an employee(s) will be laid off as a result of District action and if the union so chooses, the union may provide the District with information about the economics and productivity of the specific action being contemplated. In addition, the union may demand that the District bargain over the impact of the decision on such employee(s).
12. When employees covered in this Appendix are working less than eight (8) hours in a scheduled work day, such as Nutrition Services summer work, employees will follow Bureau of Labor and Industries break and lunch rules.

13. If, during the life of this Agreement, District upgrades of its computer and records systems make it administratively and financially feasible to implement a weekly payroll period for employees covered under this Appendix A, then the parties will engage in discussions about implementation.

14. Employees working under Appendix A will be paid on a weekly basis.

HEALTH INSURANCE

All provisions of Article 17 – Insurance shall apply to employees covered by this Appendix A except as specifically modified herein. The parties agree employees covered by Appendix A shall be covered by the Teamsters 206 Employers Trust for Plan AAVR or any plan offered by the Trust. The parties agree that the provisions of Article 17.A.1.a. pertaining to Insurance contributions into the School District Health and Welfare Trust shall not apply to the employees covered by this Appendix.

- A. The parties agree that the provisions of Article 17.A.1. concerning the amount of the District's contribution, the composite rate per full time eligible employee covered by this Appendix and the definition of full-time and part-time employees as well as the contribution formula for each shall continue to apply to the employees covered by this Appendix although said contributions shall be made to the Teamsters 206 Employers Trust for the Trust's Plan AAVR or any plan offered by the Teamster Trust.
- B. Contributions shall be made on active employees, eligible retirees and their eligible spouse/same sex domestic partner. No contributions will be required for individuals who no longer work for the District regardless of the reason for separation except in the case of an individual whose discharge is reversed through Article 10 – Grievance Procedure.
- C. Any employee portion of the monthly contribution may be made on a pre-tax basis provided appropriate regulations allow.

APPENDIX B
SALARY SCHEDULE FOR BUS MECHANICS
THE WAGE RATES FOR BUS MECHANICS SHALL BE:

HOURLY RATES

	January 1,2027	July 1, 2027	December 1,2027
Lead Mechanic	\$42.59	\$43.44	\$44.22
Mechanic	\$41.41	\$42.24	\$43.00
Serviceman	\$32.69	\$33.34	\$33.95
Bus Fueler	\$32.69	\$33.34	\$33.95
Shop Assistant	\$25.40	\$25.91	\$26.37

* Reflects increase of Mechanic and Lead Mechanic rate to same as Machinist and Lead Machinist.

HOOURS OF WORK AND OVERTIME

Work performed in excess of eight (8) hours per day or forty (40) hours per week shall be paid at the overtime rate of time and one-half (1½ x) the employee's straight-time hourly rate of pay.

When so selected by the District, a second/"swing" shift may be established provided the employees and the local union are given ~~one-weeks'~~ one-month's notice of the change.

TOOL ALLOWANCE

Following completion of one year of service, school bus Mechanics will receive a tool allowance of \$500.00 per year. It is the shared expectation of both the District and the Union that the tool allowance will be used to purchase quality tools, for use at work. The District will purchase and retain ownership of any required specialty tools.

REIMBURSEMENT FOR STOLEN TOOLS

Where tools and boxes are stolen by the use of forcible entry, reimbursement shall be at replacement costs (not exceeding actual cost) less insurance or workers' compensation reimbursement. Reimbursement shall not be made for losses less than five dollars (\$5.00) or that portion in excess of one thousand dollars (\$1,000.00) and shall not be made when carelessness or negligence on the part of the employee was evident.

HIGHER CLASSIFICATION PAY

Except for on-the-job training purposes, whenever an employee is required to perform any work for more than four (4) hours (per workday) in a classification above that in which the employee is normally classified, the employee shall be paid for such work at the higher classification rate.

It is understood and agreed that an employee may occasionally or intermittently, for short periods of time during their shift, perform duties which are normal to higher-level classification. Occasional performance of such duties is not to be considered subject to this section.

PROFESSIONAL CERTIFICATIONS

In those positions where the District (Transportation) determines Professional (ASE) Certifications are desired, the District will advise the involved employees.

If the employee obtains the agreed upon certifications, the District will pay an annual incentive bonus of \$100.00 per current certification. The time and cost to obtain the certifications is the sole responsibility of the employee.

DRIVING OF SCHOOL BUSES

Mechanics will not be required to drive a school bus, for the purpose of transporting students to and from school, unless all other District transportation options have been exhausted.

APPENDIX C

SALARY SCHEDULE FOR TELEVISION SERVICES

THE WAGE RATES FOR TELEVISION SERVICES SHALL BE: HOURLY RATES

	January 1,2027	July 1, 2027	December 1,2027
Chief Engineer	\$41.96	\$42.80	\$43.57
Assistant Engineer			
Production Manager	\$44.46	\$45.35	\$46.17
Effective January 1, 2020, the Production Manager will be aligned with the Electronics Technician classification in Appendix D.			
Producer			
Master Control Operator			
TV Technician			
Step 5	\$33.92	\$34.59	\$35.22
Step 4	\$30.75	\$31.37	\$31.93
Step 3	\$27.62	\$28.17	\$28.68
Step 2	\$24.42	\$24.91	\$25.36

	Step 1	\$21.28	\$21.70	\$22.09
Production Assistant				
	Step 5	\$30.72	\$31.34	\$31.90
	Step 4	\$27.92	\$28.48	\$28.99
	Step 3	\$25.04	\$25.54	\$26.00
	Step 2	\$22.21	\$22.65	\$23.06
	Step 1	\$19.33	\$19.72	\$20.07

PROGRESSION

Production Assistant, Producer, Master Control Operator and TV Technician are considered as “journey level” positions. Training Progression levels shall be at sixty percent (60%), seventy percent (70%), eighty percent (80%) and ninety percent (90%) of the “journey level” rate. Advancement, such as from 60% to 70%, 70% to 80%, etc., shall occur at six (6) month intervals provided the employee has demonstrated satisfactory performance and development towards achieving “journey level” competency. In the event an employee is not to be advanced, the District shall so inform the employee in writing setting forth the reasons. A copy shall be provided to the DCU.

NEW HIRES

Newly hired employees within the Production Assistant, Producer, Master Control Operator, and TV Technician classifications shall be placed in the progression schedule based upon their experience and qualifications as determined by the District.

TRANSFERS AND PROMOTIONS

- A. Transfers
In the event of a position opening, the District will give consideration to qualified current employees wishing to transfer between classifications.
- B. Promotions
In the event of a position opening, the District will give consideration to qualified current employees wishing to be promoted to a different classification.

HEALTH INSURANCE

All provisions of Article 17 – Insurance shall apply to employees covered by this Appendix C except as specifically modified herein.

The parties agree employees covered by Appendix C shall be covered by the Teamsters 206 Employers Trust for Plan AAVR or any plan offered by the Trust as soon as practicable after ratification of the DCU contract.

The parties agree that the provisions of Article 17.A.1.a. pertaining to Insurance contributions into the School District Health and Welfare Trust shall not apply to the employees covered by this Appendix.

The parties agree that the provisions of Article 17.A.1. concerning the amount of the District's contribution, the composite rate per full time eligible employee covered by this Appendix and the definition of full-time and part-time employees as well as the contribution formula for each shall continue to apply to the employees covered by this Appendix although said contributions shall be made to the Teamsters 206 Employers Trust for the Trust's Plan AAVR or any plan offered by the Teamster Trust.

Contributions shall be made on active employees, eligible retirees and their eligible spouse/same sex domestic partner. No contributions will be required for individuals who no longer work for the District regardless of the reason for separation except in the case of an individual whose discharge is reversed through Article 10 – Grievance Procedure.

Any employee portion of the monthly contribution may be made on a pre-tax basis provided appropriate regulations allow.

APPENDIX D

SALARY SCHEDULE FOR MAINTENANCE WORKERS

HOURLY WAGES FOR MAINTENANCE WORKERS SHALL BE AS FOLLOWS

HOURLY RATES

CLASSIFICATION

January 1,2027

July 1, 2027

December 1,2027

Brick Mason	\$39.38	\$40.17	\$40.89
Carpenter	\$41.30	\$42.13	\$42.88
Carpet and Linoleum Layer*	\$32.37	\$33.02	\$33.62
Cement Mason	\$35.61	\$36.32	\$36.97
Electrician	\$49.15	\$50.14	\$51.04
Glazier	\$38.41	\$39.18	\$39.89
Laborer	\$32.37	\$33.02	\$33.62
Landscape Laborer *	\$32.37	\$33.02	\$33.62
Locksmith	\$38.65	\$39.42	\$40.13
Machinist	\$41.41	\$42.24	\$43.00
Painter *	\$32.37	\$33.02	\$33.62
Plasterer	\$35.73	\$36.45	\$37.10
Plumber	\$48.87	\$49.85	\$50.74
Roofer *	\$32.37	\$33.02	\$33.62
Sheet Metal Worker			
	\$44.87	\$45.77	\$46.59
Steamfitter	\$48.87	\$49.85	\$50.74
Tile Setter	\$33.72	\$34.40	\$35.01

* Same rate as Laborer

OTHERS

CLASSIFICATION

	January 1,2027	July 1, 2027	December 1,2027
Mason Tender *	\$32.37	\$33.02	\$33.62
Plumber's Helper *	\$32.37	\$33.02	\$33.62
Electronic Technician (90% of Electrician)	\$44.24	\$45.12	\$45.93
Music Repair Technician 1	\$44.46	\$45.35	\$46.17
Music Repair Technician 2	\$51.51	\$52.54	\$53.49
Machinist Helper (86.5% of Machinist)	\$35.82	\$36.54	\$37.20
Building Automation Specialist (same as Steamfitter)	\$48.87	\$49.85	\$50.74
Physical Security Technician	\$51.51	\$52.54	\$53.49

Employees assigned as Corrosion Technician, Fire Sprinkler Technician, and Backflow Technician shall receive an additional three percent (3%). If another employee is assigned work orders or tasks for Corrosion, Fire Sprinkler or Backflow Prevention, they shall receive an additional three percent (3%) for the hours worked on these tasks. Work must be clearly documented in the employee's work order at the end of every day.

WAGES AND HOURS

1. Rates for Leadperson, Assistant Foreperson, and Foreperson when assigned by the District will be as follows:

Leadperson	=	Journeyman rate plus 3%
Assistant Foreperson	=	Journeyman rate plus 6.5%
Foreperson	=	Journeyman rate plus 10%

- A. In the event that there are more than three (3) tradespersons in the multi-craft shop, the District shall assign a ~~lead-worker~~ Leadperson at the journey-level rate plus three percent (3%).
 - B. In the event that there are more than three (3) employees assigned to work together, the District shall assign a ~~lead-worker~~ Leadperson at the journey-level rate plus three percent (3%).
2. Asbestos Abatement Work: The District will pay maintenance employees qualified and trained to remove asbestos at the following premium rates under the following conditions:

- A Maintenance employee who has the required DEQ Supervisors certification will receive a certification premium in the amount of \$10.00 per hour worked when assigned by the District to lead a crew of more than three (3) maintenance employees assigned to perform asbestos abatement.
 - A Maintenance employee who is qualified and trained to perform asbestos abatement under this Section will receive a certification premium in the amount of \$6.00 per hour for asbestos abatement work assigned by the District.
 - o The primary intent of this work is to remove, repair, encapsulate or enclose friable asbestos material that requires a Class I or II OSHA certification to perform; or
 - o for the removal of up to forty (40) linear or eighty (80) square feet, by glove bagging of friable asbestos material, limited to thermal system insulation, ceiling and wall material, and surface material, as allowed by OSHA and DEQ rules. No such premium for asbestos abatement will be paid when alternate methods to glove bagging are permissible for asbestos abatement by OSHA and DEQ rules and the District has determined to be an appropriate method of asbestos abatement; or
 - o for the removal of non-friable asbestos containing materials, limited to vinyl asbestos tile, cement asbestos board, and built up roofing, using methods that are permissible for asbestos abatement by OSHA and DEQ rules and the District has determined to be an appropriate method of asbestos abatement.
 - No Premium will be paid when the abatement of asbestos is de minimis.
 - Maintenance employees are required to submit all documentation related to the abatement work, such as procedure checklist, air samples and associated forms.
3. Workers performing work in a higher paid classification shall receive a minimum of two (2) hours, or actual hours worked if over two (2), pay at the higher rate for work in the higher classification. **The District agrees to pay employees in the higher classification when the work to be performed is preapproved and identified by the District (Sr. Manager or**

Director) that such work is in fact in the higher classification.

4. Eight (8) hours shall constitute a standard workday. Five (5) days, Monday to Friday, shall constitute a standard workweek.
5. The standard workdays shall be eight (8) consecutive hours set by the employer between the hours of 6:00am and 5:00pm with a minimum thirty (30) minutes unpaid lunch break. Standard shifts starting times may be changed upon thirty (30) days' notice.
6. When so selected by the employer, a second, or "swing" shift may be established provided employees are given ~~one-week's~~ thirty (30) days' written notice of shift changes, unless the affected employees and the DCU agree to waive such notice.
7. The standard second or "swing" shift shall be eight (8) consecutive hours between the hours of 12:00 noon and 12:00 midnight. Workers on the second or "swing" shift shall receive eight (8) hours' pay at the regular rate plus ~~One Dollar and Six Cents (\$1.06)~~ one dollar and fifty cents (\$1.50) an hour for eight (8) hours' work which shall include a thirty (30) minute employer-paid lunch period.
8. In the event an employee must work overtime, the employee shall be compensated at the overtime rate. There will be no comp time. Overtime shall be paid at the rate of one and one-half (1½x) times the regular rate of pay, except for Sundays and holidays, which shall be paid double (2x) the regular rate.
9. It is recognized by the parties that productivity and attendance are related issues and, therefore, have a joint interest in cooperating to improve both.

TRAINING PROGRAM

The DCU, through its affiliated unions, will cooperate with the administration of the District in reducing costs by the employment of apprentices through the apprenticeship programs of the appropriate union, up to the journeyman/apprentice ratio established by that union. The District will work with existing apprenticeship programs. The District will contribute to apprenticeship training programs for those trades in which the District has apprentices actively employed. Selection of apprentices by the District shall be done in consultation with the affected union.

OPTIONAL 10-HOUR DAY, 4-DAY WORK WEEK

The District may find it desirable to effect a 10-hour, 4-day workweek with all or some of the maintenance workers on all or some shifts. Before implementing such a schedule, representatives of the District and the DCU shall meet and agree upon the conditions of such a schedule.

EMERGENCY STANDBY

A worker, who agrees and is designated to be on call during evenings, weekends or holidays to meet emergency situations, shall receive one (1) hour of pay for each day they are on call.

INCLEMENT WEATHER

1. If the District closes all schools and offices ("all-District closure day"), maintenance employees are expected and required to report for and work their full shift unless an individual maintenance employee is specifically and individually informed by the District that they cannot report or must leave their shift early. Maintenance employees that are on medical leave, emergency personal/business leave, vacation or any other leave provided under the collective bargaining agreement or protected by law will not be required to report to work.
2. If an individual maintenance employee is unable to report due to unsafe weather conditions, that maintenance employee must inform their supervisor and will be required to use vacation, emergency personal leave or unpaid leave to cover all hours not worked on that day.
3. A maintenance employee who works during an all-District closure day will be compensated in line with their usual compensation, as governed by the collective bargaining agreement for all hours worked during all-District closure days.

TOOLS

If a worker is required to use their personal tools while on duty with the District, the District shall replace any tool loss providing the worker has filed a tool inventory list with, and approved by, the Maintenance Supervisor and the loss is not a result of carelessness or negligence on the part of the workers.

CONTRACTING REFERENCE

- A. Prior to awarding a public contract for the construction of a new facility or a major renovation or addition to an existing facility, the District shall give advance notice thereof

to DCU. The District and DCU agree to discuss the possibility of a project labor agreement in the event that the District plans a project that is large enough or complex enough to make a project labor agreement beneficial and lawful.

- B. All work that is contracted for by the District shall be subject to appropriate BOLI regulations including ORS Chapter 279 and OAR Chapter 839. The parties acknowledge that the District may need to use a competitive bidding process to consider subcontracting work other than that described in paragraph A if the work can be performed more efficiently or cost effectively by a contractor. That includes maintenance work and other work that has historically been performed by bargaining unit members. The primary reason for this subcontracting is not to undercut the wage and benefit package contained in this Agreement. If the District intends to subcontract such work, prior notice will be given to DCU. Subcontracting of such work is allowed provided that the employees of the contractor who hold positions comparable to those described in this Agreement receive an hourly compensation package (including wages, insurance and retirement) that is comparable to the hourly compensation package described in this Agreement for those positions. The only classifications subject to this requirement are those recognized by the Oregon Bureau of Labor and Industries. A comparable compensation package is established by:
- a. Being a signatory to the appropriate craft Master Labor Agreement; or,
 - b. Paying the “prevailing wage” as determined by the Oregon Bureau of Labor & Industries; or,
 - c. Other equally reliable proof.

Furthermore, the contractor must agree to provide reasonable information to the District and the DCU to allow an audit of compliance with the provisions of this paragraph.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is between the District Council of Unions (“DCU”) and Portland Public Schools (“PPS”) hereafter the (“Parties”). This MOA has the full force and effect of language in the Collective Bargaining Agreement and may be modified only upon agreement by the Parties and approval of the PPS Board of Education. This MOA sets forth the terms and conditions for a 4x10 workweek trial for specific titles within Appendix D.

Trial Objective

The trial will be twelve (12) months and is designed to enhance productivity, increase work-life balance, and optimize resources.

Trial Period

The trial will begin thirty (30) days after ratification of the Collective Bargaining Agreement (July 5, 2026), and end on the 261st work day following ratification (one full calendar year). The Parties agree to meet quarterly during the trial period to evaluate trial progress. During the quarterly meeting, the Parties will discuss if additional classifications may be added to the trial. The quarterly meetings will be ~~April 4, July 10,~~ July 5, October 2, December 30, 2026, and #4 TBD. The Parties will work together if any of the quarterly meetings need to be rescheduled.

Employee Eligibility

All four (4) employees who hold the title of Sheet Metal Workers are required to participate in the trial. The Sheet Metal Foreperson will initially work the 5x8 shift for the first six (6) months and may convert to the 4x10 shift for the second six (6) months of the trial at the District’s discretion.

All eligible employees are expected to participate for the entire duration of the trial. Requests to return to a 5x8 shift prior to the end of the trial will be considered by PPS and granted at the District’s discretion.

Shifts

Shifts will be Monday - Thursday and Tuesday - Friday with the hours of 5:00am-3:30pm with a thirty (30) minute unpaid lunch period. There will be a minimum of two (2) employees assigned to each shift.

Canvassing employees for shifts will occur at the onset of the trial and will be assigned based on seniority. Employees must be active, on payroll, at the time of canvassing to participate in the shift canvass.

Terms

For the purposes of this trial, the standard workday shall now constitute four (4) - ten (10) hour days. This shall now constitute the standard workweek for the duration of the trial.

The Parties agree that during this trial period, this MOA will not be used in any proceedings between the Parties except to resolve the disputes over the application of this MOA. In the spirit of collaboration, issues will be discussed during the quarterly meetings between the Parties. In no case shall any employee receive more vacation, time off, holidays, or accrual hours than what would be provided to an employee with a 5x8 schedule.

Holidays

With the exception of Thanksgiving week, as discussed below, an employee's schedule during a holiday week shall be the same as though it were not a holiday week.

PPS pays employees eight (8) hours for eligible holidays in accordance with Article 20. For the remaining two (2) hours, the employee may use two (2) hours of paid time, otherwise, the two (2) hours will be unpaid.

Employees who work their shift on a holiday shall be paid ten (10) hours of double (2x) at the regular rate in accordance with Appendix D. This premium pay will not be offset against daily or weekly overtime pay otherwise due for the week.

Employees who work on a holiday will not be given a day off to be taken at a later date.

Vacation

A vacation week will always equal forty (40) hours scheduled over four (4) - ten (10) hour days.

Vacation and time off will be taken in accordance with Article 16, Leaves.

If a vacation week is scheduled during a holiday week and the holiday falls on a scheduled work day, the day will be treated as a holiday, not as a day of vacation. PPS pays for eight (8) hours on a holiday. For the remaining two (2) hours, the employee may take vacation or personal time if they want to be paid; otherwise, the two (2) hours are unpaid.

Overtime and Callback

Employees called back to work outside of their 4x10 schedule will be compensated according to Article 14, Overtime and Callback.

Overtime is time worked in excess of ten (10) hours daily, or time worked in excess of forty (40) hours in a week and shall be paid at the rate of one and one-half (1 - 1 /2) times the employee's regular rate of pay. See Article 14 and Appendix D for Sundays and Holidays Overtime.

Breaks

Employees are entitled to one (1) thirty- (30) minute unpaid meal break period per day while working a ten (10)-hour day.

Employees are entitled to two (2) fifteen- (15) minute break periods per day while working a ten- (10) hour day.

Other Time Off

An employee who is excused for paid Union time activity, shall be paid for up to ten (10) hours for the day in accordance with the Contract.

Where four (4) ten-hour days are scheduled, approved absences up to ten (10) hours per day shall be paid in accordance with Appendix D.

In calendar years where there are 261 work days, the day after Thanksgiving will be designated as a non-work, non-paid day on the "District 260 Work Year Calendar." All shifts will be changed to Monday to Thursday and employees will continue to work their 4x10 schedule this week.

Evaluation Metrics

Trial results will be evaluated by the Parties who will designate equal representatives to determine the feasibility of recommending to continue to offer 4x10 schedules. The DCU designates their representatives as the DCU President and DCU Council Representative at a minimum.

MOA Cancellation

This MOA may be cancelled by either party with thirty (30) calendar days written notice. If this MOA is cancelled, employees will be returned to a 5x8 work week during the next payroll cycle following the effective date of the cancellation.

AFFILIATED UNIONS SERVICING THIS AGREEMENT

Bricklayers Local No. 1 (Appendix D)	503-232-0358
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~~North Coast States Regional Council of Carpenters-Pacific Northwest Regional Council of Carpenters~~ (Appendix D) ~~503-261-1862-503-~~ ~~305-5904~~	~~503-261-1862-503-~~ ~~305-5904~~
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Cement Masons Local Union 555 (Appendix D)	503-232-9341
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Electricians Local Union 48 (Appendices C, D)	503-256-4848
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Glaziers Architectural Metal and Glass Workers Local Union 740 (Appendix D)	503-255-3920
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Laborers Local Union 737 (Appendix D)	503-801-2209
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Linoleum and Carpet Layers Local Union 1236 (Appendix D)	503-255-8444
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Machinists District Council 24 (Appendices B, D)	~~503-656-1475~~ ~~503-238-5550~~
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Painters District Council 55 (Appendix D)	503-257-6644
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Plasterers Local Union 82 (Appendix D)	503-232-3257
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Plumbers & Steamfitters Local Union 290 (Appendix D)	503-691-5700
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Sheet Metal Workers Local Union 16 (Appendix D)	503-254-0123
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Teamsters Local Union 206 (Appendix A)	503-251-2344
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SIGNATURE PAGE

The parties, by their authorized representatives, have set their hand to this agreement this ____ day of _____, 20____

FOR THE DISTRICT COUNCIL OF UNIONS:

Garth Bachman
Business Manager, IBEW Local 48

Kent Sickels
Plasterers Local 82

Roman Ramos
IUPAT DC 5 Local 10

~~Goeff Kossak~~ Nick Harrington
Cement Masons Local 555

Goeff Stewart
Secretary Treasurer, Teamsters Local 206

Carol Krohn
Machinists District Council 24

Darrin Boyce
Regional Representative, NW Regional
Council of SMART, Local 16

David Coe
Laborers Local 737

Pat Christensen
Plumbers & Steamfitters Local 290

~~Doug Hicks~~
~~Regional Manager, Western States Regional~~
~~Council of Carpenters~~ Jay Bradshaw, EST of the
North Coast States Regional Council of Carpenters

FOR PORTLAND SCHOOL DISTRICT NO. 1, MULTNOMAH COUNTY:

Kimberly Gibson
Sr. Director – Employee and Labor Relations

Jesse Atchison
Program Manager - Nutrition Services

Frank Leavitt
Sr. Director – Operations

Robert Brooks
Fleet Maintenance Mgr - Student Transportation



PORTLAND
Public Schools

Climate Crisis Response Committee

PPS's Climate Crisis Response Policy

Two Overarching Objectives:

1. **Emissions Reduction:** PPS will reduce its greenhouse gas emissions by 50 percent by 2030, using the 2018-2019 school year baseline, and reach net zero emissions by 2040.
1. **Engagement, Resilience, and Wellness:** The District will take steps to prepare schools for the effects of climate change, and will ensure staff and students learn about and engage in climate solutions, climate resiliency, and climate justice practices.

Three Pillars:

1. Reduce Environmental Impact & Costs
2. Improve Health and Wellness
3. Provide Effective Environmental & Sustainability Education

AI Draft Recommendations - General

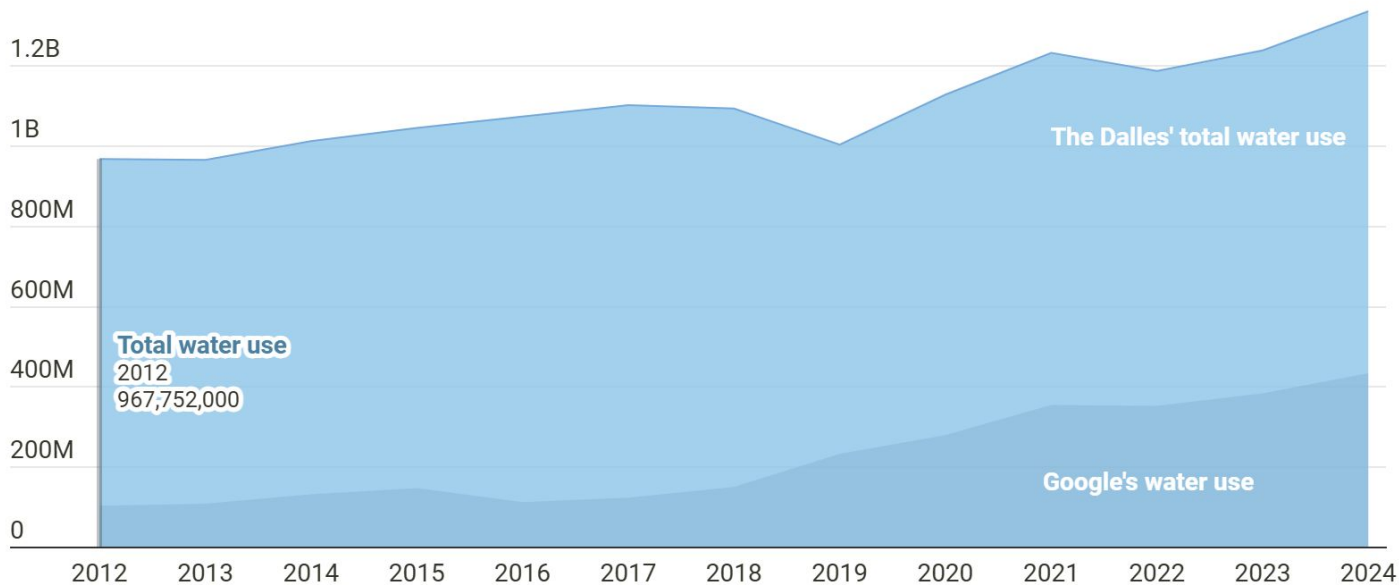
In general, the CCRC is in favor of limiting AI use by PPS students and staff as much as possible *due to the negative environmental impact*. The committee suggests tracking, monitoring, and codifying district AI usage so we can quantify environmental impact to facilitate this goal. This data should be made publicly available for use in further climate impact projects.

“A single modern AI data center can use as much power as 100,000 homes; many of the larger ones now being built are expected to consume up to 20 times that amount.” [World Resources Institute](#)

AI Draft Recommendations - Environment

Google's water consumption in The Dalles

Resource: [OPB](#)



In 2012, about 12% of The Dalles' water — measured here in gallons a year — went to Google and its data centers. By 2024, Google's consumption would grow to 33%.

Chart: April Ehrlich/OPB • Source: City of The Dalles



AI Draft Recommendations - Contracts

The committee also recommends increasing transparency about AI environmental impact by adding language to technology contracts that disclose the environmental impacts of AI and technology usage or provide carbon offsets (Pillar 1 of CCRP).

AI environmental impacts fall under Scope 3 emissions because they are supply chain emissions.

“Every kilowatt-hour used by AI carries carbon, water, and land implications and these footprints do not always move in the same direction: low-carbon electricity is not automatically low-water or low-land.” [United Nations University Institute for Water, Environment and Health](#)

AI Draft Recommendations - Education

The CCRC recommends requiring education in classrooms (Pillar 3 of CCRP) to accompany any AI use about:

- water use impact,
- energy use impact,
- climate impact,
- resource extraction,
- and impact on local and global communities

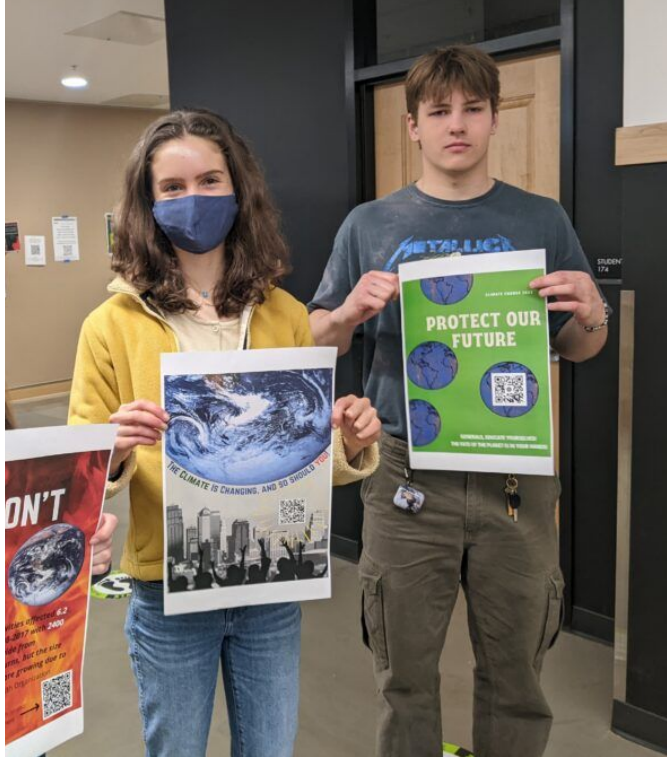
Oregon House Bill 3365 mandates that climate change and sustainability standards be woven into the standard seven-year review cycle for the following subjects: Science, Health, and Social Sciences. CCRC recommends that education of AI impacts be added within the development of this curriculum.

AI Draft Recommendations - Engagement

The CCRC advocates for a designated group of community members and stakeholders, including PPS students, staff, and board members, to create a local consortium around AI for the benefit of the greater Portland community.

Additionally, we recommend formalizing the relationship between the CCRC/PPS Climate Team and the AI Governance Committee, potentially including a CCRC Representative on AI Governance Committee and/or an annual joint meeting.

Thank you!



The CCRC/PPS Climate Team thanks the AI Governance Committee for your commitment and contributions towards making PPS a national climate education leader!

[Image Source: Green Schools National Network](#)

Bond Program Update



PORTLAND
Public Schools

June 23, 2026

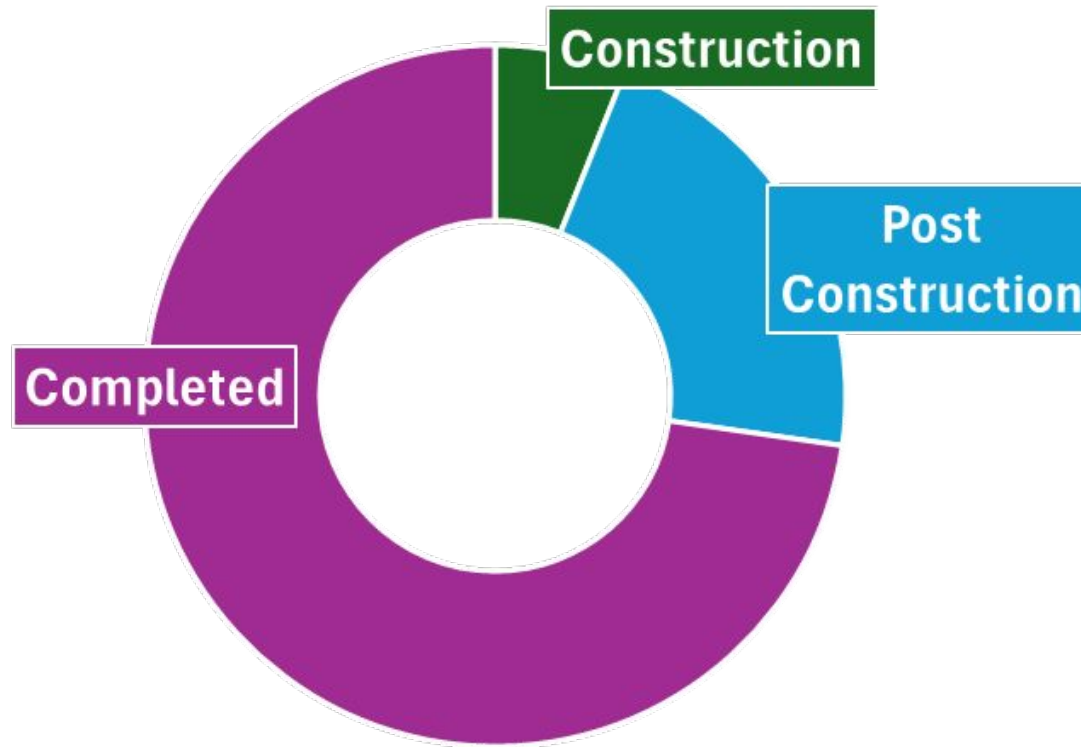
Agenda

- Program Statuses
- Schedules
- Program Budget
- Project Updates

Program Status Update

2012 Bond Program Project Status

Total Projects	Pre-Planning	Design Phase	Construction	Post Construction	Completed
33	0	0	2	7	24

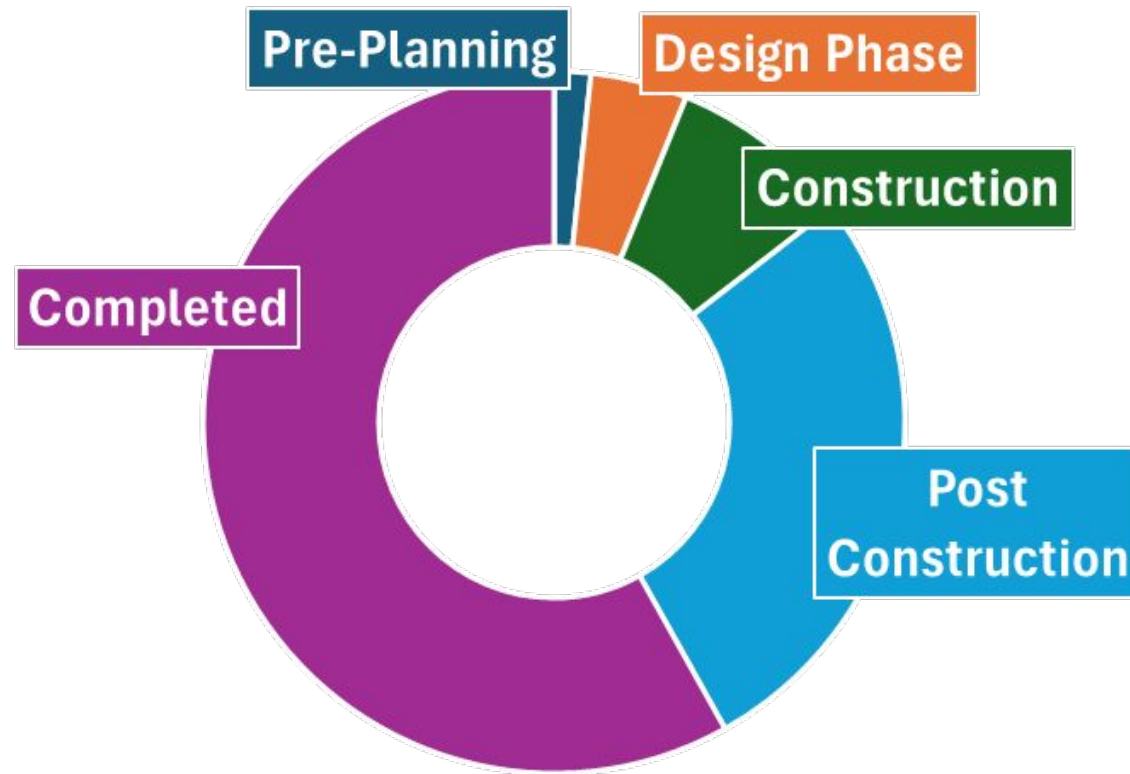


NOTE: source data: Ebuilder reports by bond measure, sorted by project status.

Audit of Project Completion and Closeout statuses is currently ongoing.

2017 Bond Program Project Status

Total Projects	Pre-Planning	Design Phase	Construction	Post Construction	Completed
179	3	7	15	50	104

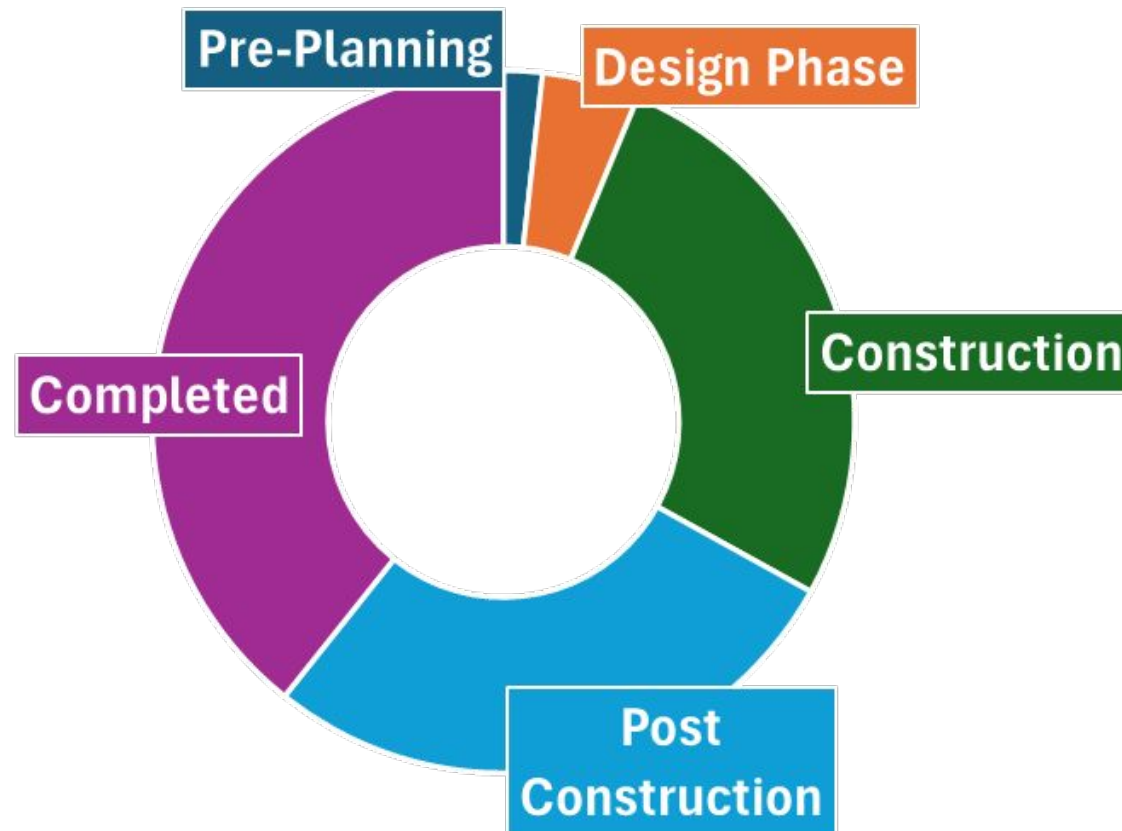


NOTE: source data: Ebuilder reports by bond measure, sorted by project status.

Audit of Project Completion and Closeout statuses is currently ongoing.

2020 Bond Program Project Status

Total Projects	Pre-Planning	Design Phase	Construction	Post Construction	Completed
112*	2	5	30	31	44



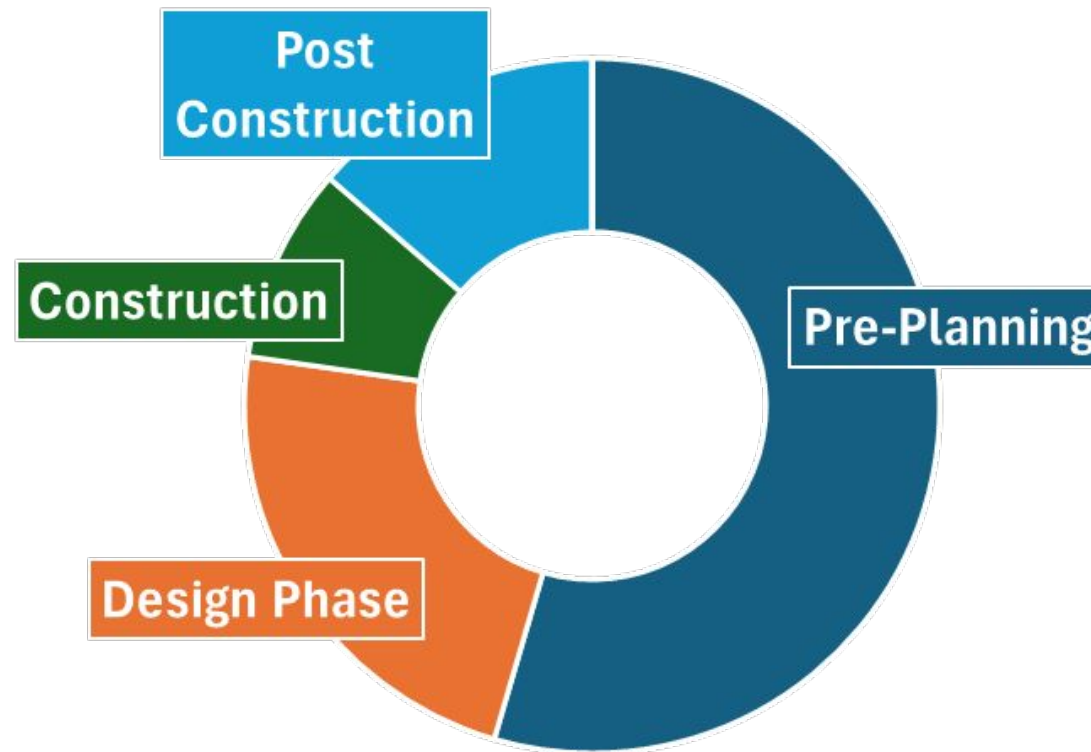
**Approximately \$512 M remaining to be scheduled for 2020 Bond.*

NOTE: source data: Ebuilder reports by bond measure, sorted by project status.

Audit of Project Completion and Closeout statuses is currently ongoing.

2025 Bond Program Project Status

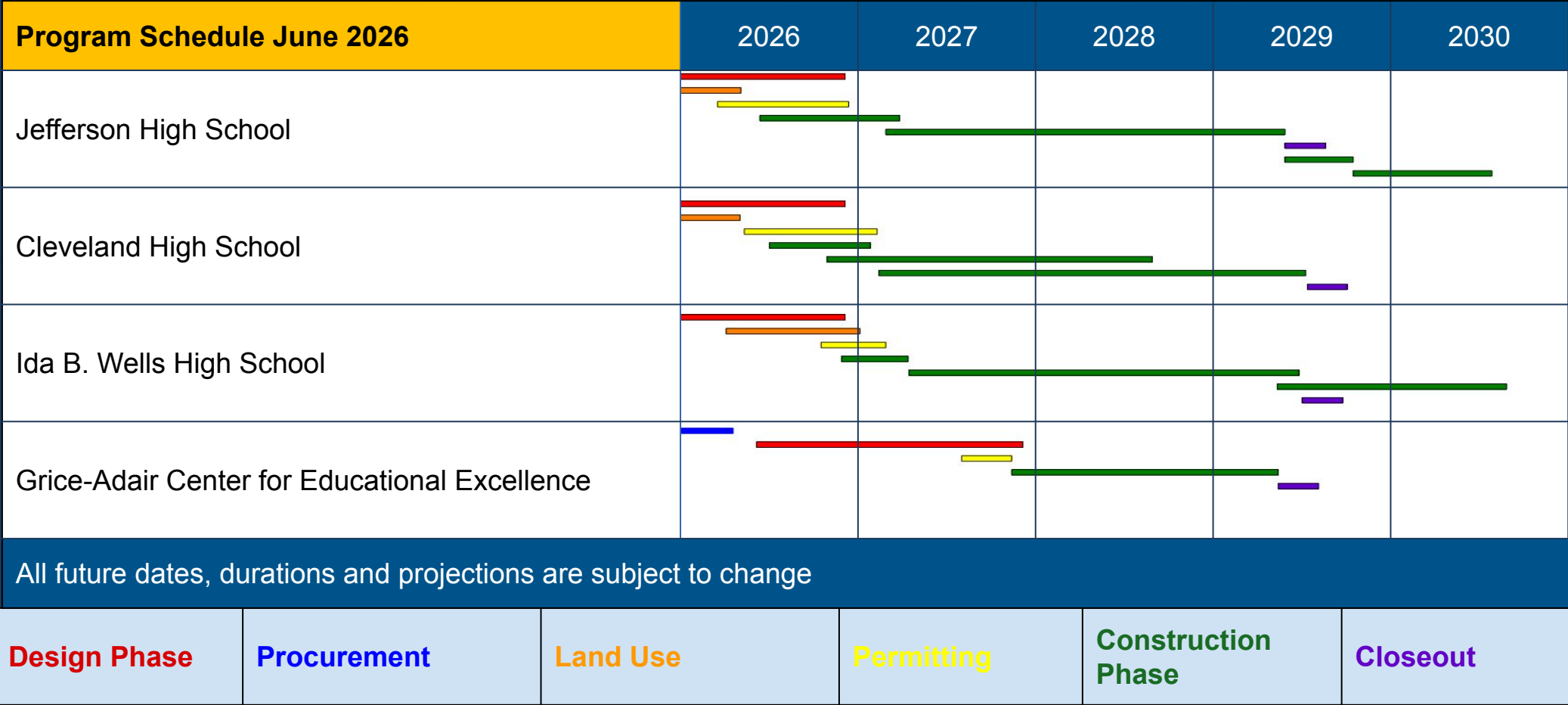
Total Projects	Pre-Planning	Design Phase	Construction	Post Construction	Completed
22*	12	5	2	3	0



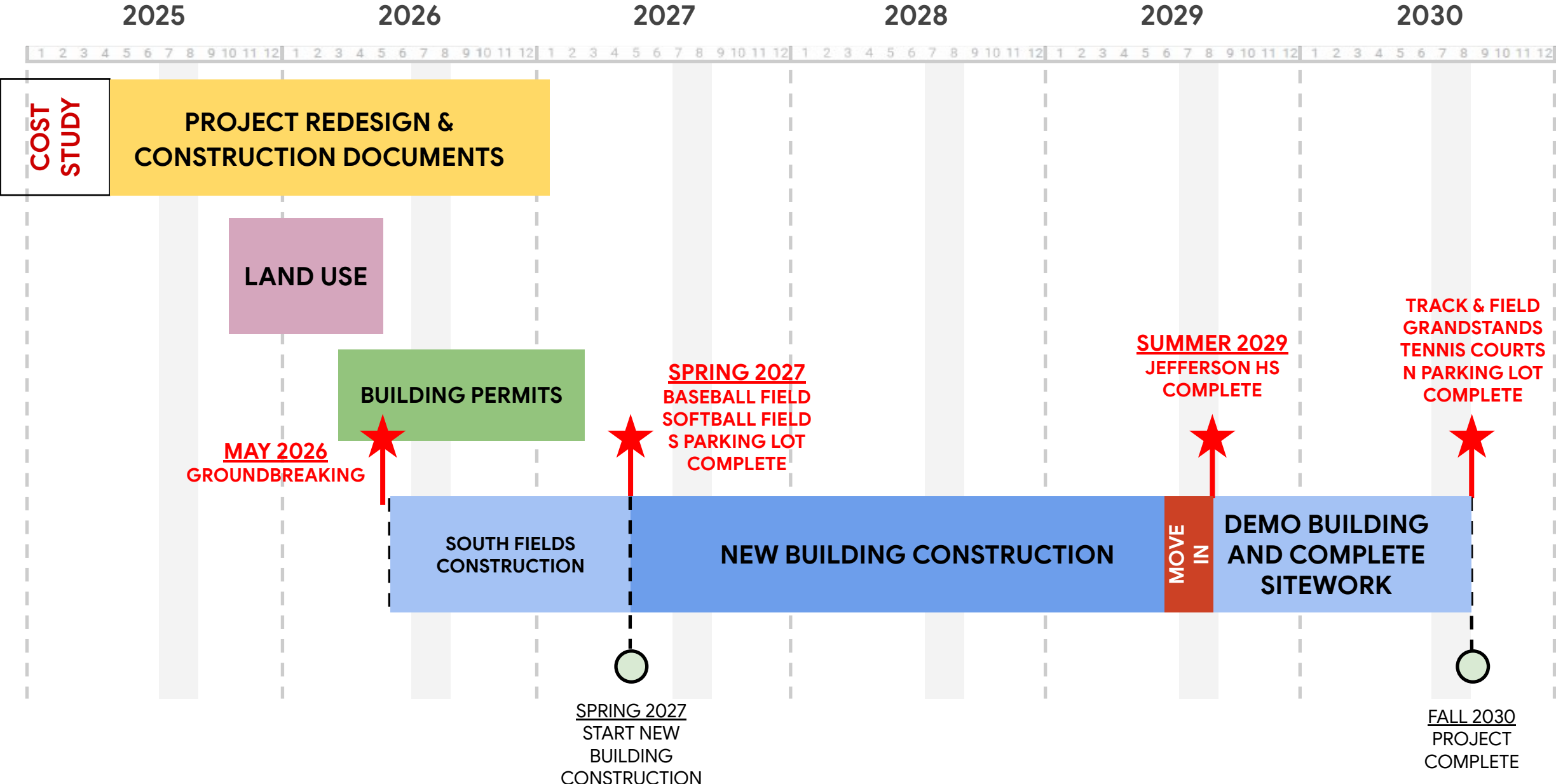
** Total projects will increase as the program progresses.*

Schedule and Budget Update

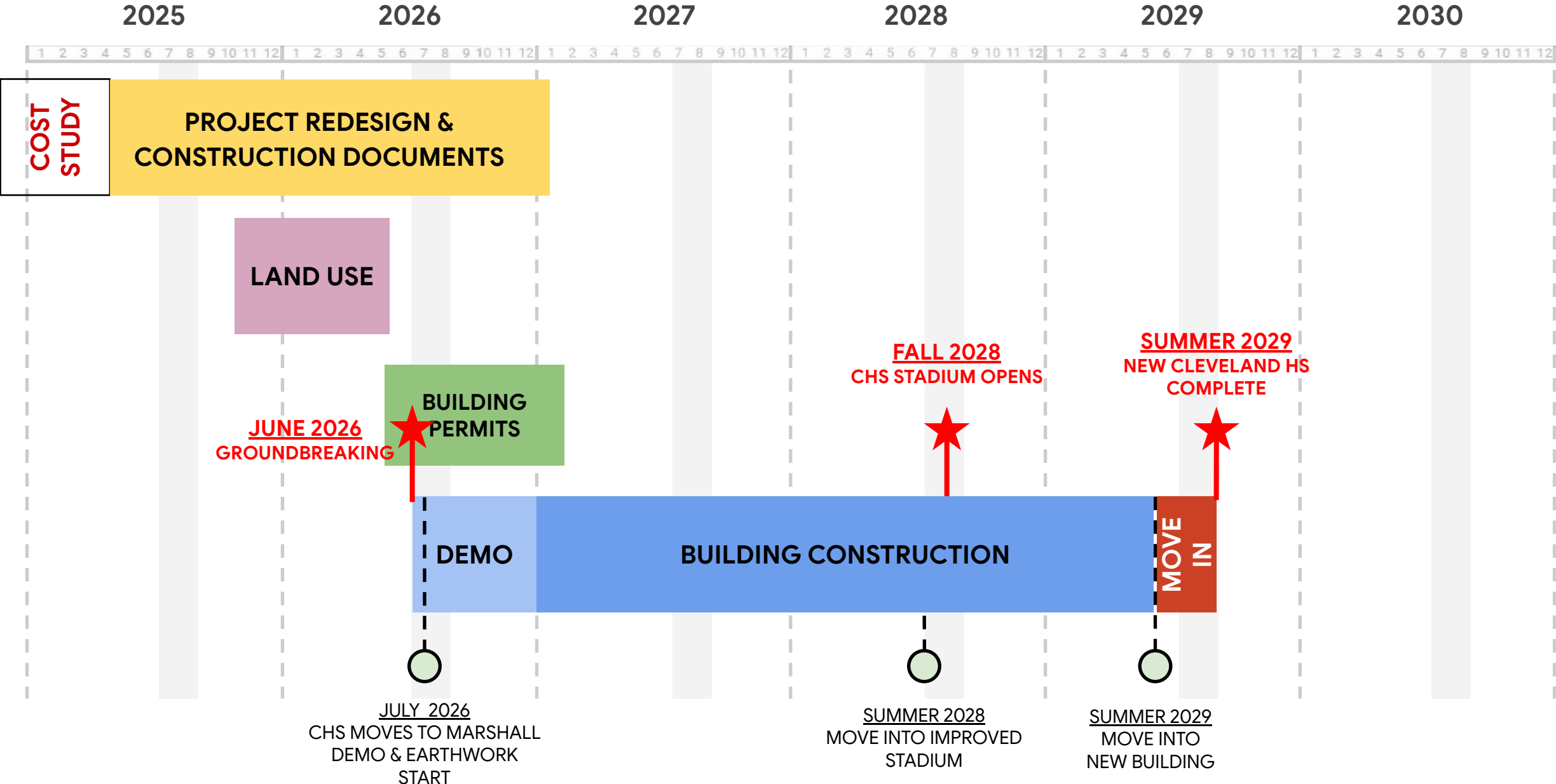
Program Schedule Update



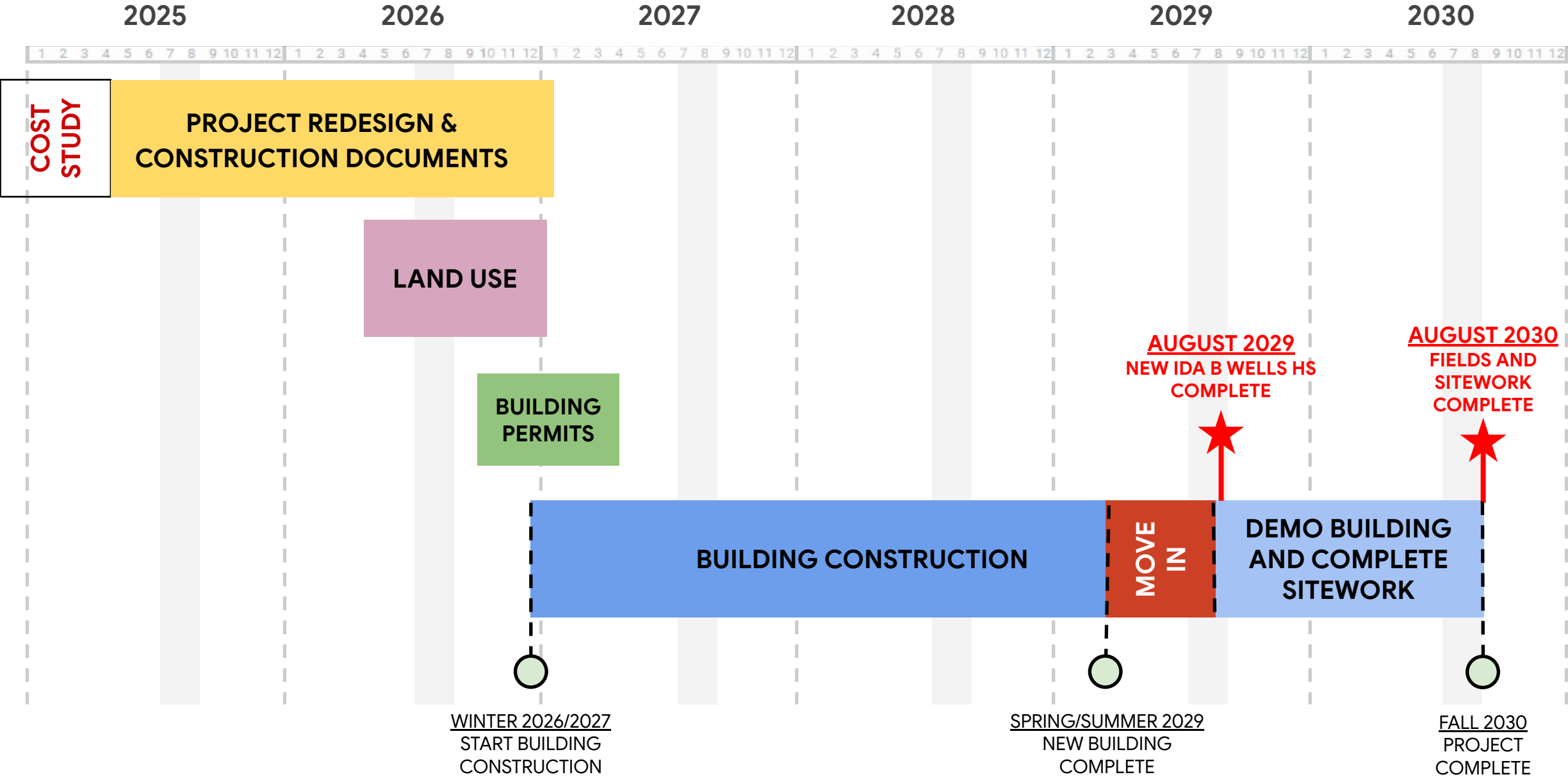
JHS Overall Project Schedule



CHS Overall Project Schedule



IBW Overall Project Schedule



PORTLAND PUBLIC SCHOOLS

Bond Program Dashboard

Data Source	Report Name	Date Exported
eBuilder	0-PIVOT TABLE - FUNDING - SLS 06.01.2026 07 00 12 AM.xls	6/1/2026 4:30
eBuilder	BAC Data Project Management Cost 06.01.2026 07 17 44 AM (1).xls	6/1/2026 4:30
eBuilder	Commitment Funding Items 06.01.2026 07 12 31 AM (1).xls	6/1/2026 4:30
eBuilder	PS Reconcile Export 06.01.2026 06 38 43 AM.xls	6/1/2026 4:30

Bond Measure

Deselect all

2012 Bond

2017 Bond

2020 Bond

2025 Bond

Total Funds

4.6bn

Spent to Date

2.1bn

Outstd. Encumbrance

228.9M

Available Funds

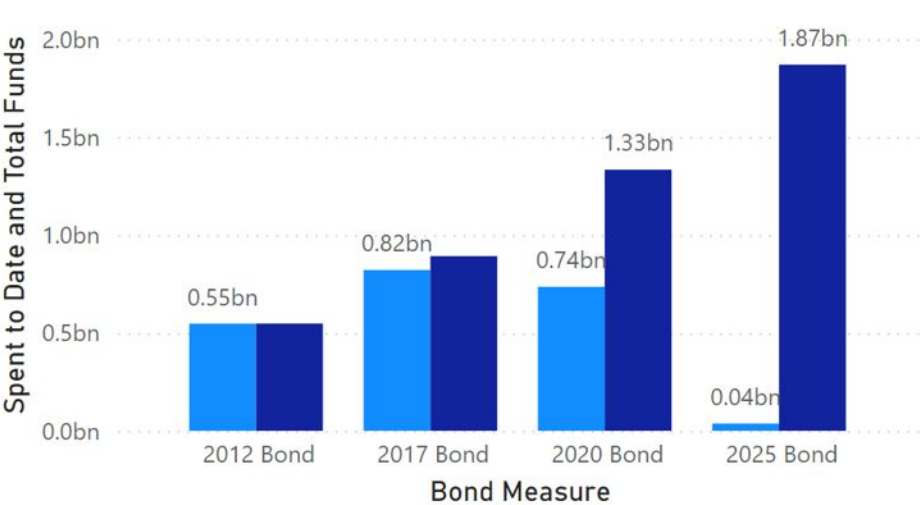
2.3bn

Percent Available

49%

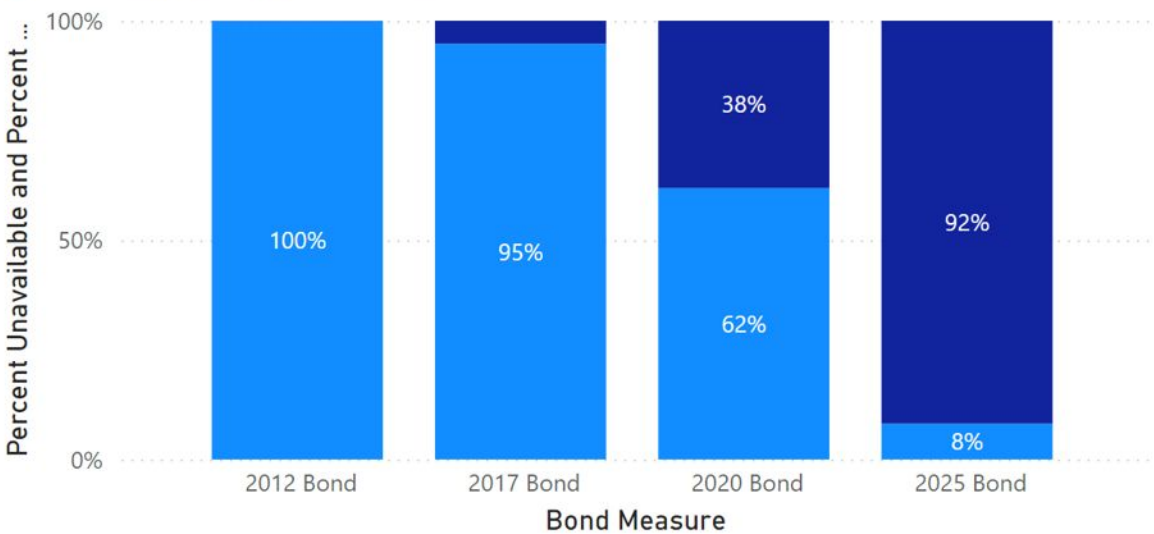
Spent to Date and Total Funds

Spent to Date Total Funds



Spent and Encumbered

Percent Unavailable Percent Available



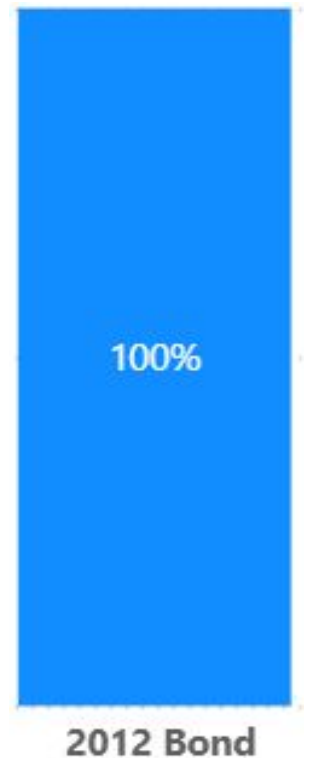
2012 Bond Program Status – Budget Update - Overview

Modernizations: Franklin HS, Grant HS, Roosevelt HS, and Faubion PK-8

Middle School Science Upgrades

Consolidated Projects: Accessibility, Seismic

Project	Budget	Outstanding Encumbrance	Amount Paid to Date	Remaining Balance
Franklin HS Mod	\$110,950,414	\$0	\$110,950,414	\$0
Grant HS Mod	\$155,300,188	\$0	\$155,300,188	\$0
Roosevelt HS Mod	\$97,128,043	\$0	\$97,128,043	\$0
Faubion Replace	\$30,653,663	\$0	\$30,653,663	\$0
Grant Upper Field	\$3,170,988	\$0	\$3,170,988	\$0
RHS Phase IV	\$6,153,741	\$0	\$6,153,741	\$0
Other Projects	\$112,740,428	\$8,100	\$112,710,428	\$21,900
Grant & Franklin Add Ons	\$367,663	\$92,879	\$72,164	\$202,620
Administration	\$31,284,018	\$0	\$31,284,018	\$0
Contingency	\$83,104	\$0	-\$902	\$84,006
PPS 2012 Bond Program Total	\$547,832,249	\$100,979	\$547,422,744	\$308,526

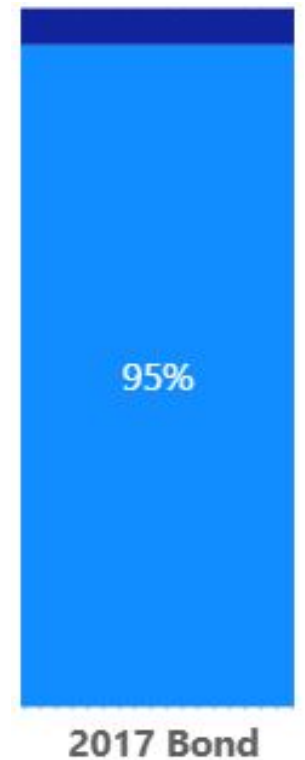


2017 Bond Program Status – Budget Update - Overview

Modernizations: Benson Polytechnic, Lincoln, McDaniel, Kellogg Middle School and Multiple Pathways to Graduation

Consolidated Projects: Water Quality, Security Upgrades, New Roofs, Asbestos Abatement, Radon Remediation, Lead Paint Stabilization, Life Safety Upgrades, Accessibility, Seismic

Project	Budget	Outstanding Encumbrance	Amount Paid to Date	Remaining balance
Benson HS Mod	\$146,614,560	\$158,943	\$143,508,637	\$2,946,980
Benson Add Ons	\$2,865,020	\$417,585	\$1,092,198	\$1,355,237
Benson Swings	\$12,199,595	\$0	\$12,199,595	\$0
Lincoln HS Repl	\$240,836,448	\$28,738	\$224,096,580	\$16,711,130
Kellogg MS Replace	\$57,648,703	\$0	\$57,648,703	\$0
McDaniel Mod	\$197,000,000	\$39,657	\$196,817,745	\$142,598
Health & Safety	\$169,256,030	\$23,133,634	\$122,993,632	\$23,128,764
Athletics	\$4,895,489	\$174,034	\$2,278,729	\$2,442,726
Administration	\$61,087,401	\$203,184	\$60,873,810	\$10,407
Contingency	\$42,039	\$0	\$0	\$42,039
PPS 2017 Bond Program Total	\$892,445,285	\$24,155,774	\$821,509,629	\$46,779,882

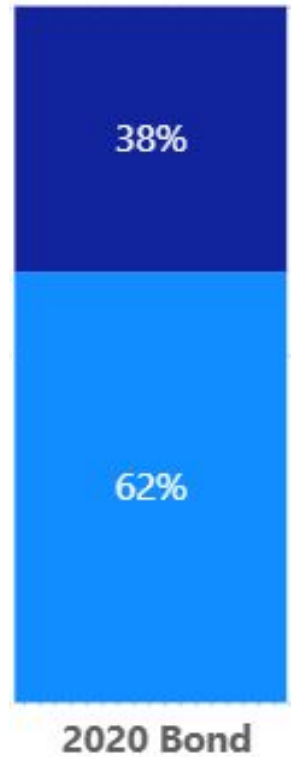


2020 Bond Program Status – Budget Update - Overview

Modernizations: Jefferson HS, Pre-Planning/Design Ida B Wells and Cleveland HS, Grice-Adair Center for Educational Excellence, Roosevelt (added capacity), and Benson

Consolidated Projects: Curriculum Materials, New Technology for classroom and distance learning, Health & Safety, Seismic, Security, Re-Roofing

Project	Budget Managed by PROCEDO	Budget Managed by PPS	Outstanding Encumbrance	Amount Paid to Date	Remaining Balance
Benson 2020 Funds		\$164,903,890	\$640,328	\$162,803,433	\$1,460,129
Jefferson HS Mod	\$366,007,500		\$38,429,302	\$30,053,013	\$297,525,185
Jefferson Add Ons	\$152,175		\$149,945	\$250	\$1,980
CEE	\$60,000,000		\$34,238	\$16,222,680	\$43,743,082
Cleveland HS – Design	\$23,679,515		\$8,412,380	\$15,270,600	-\$3,465
Cleveland Swing Site	\$137,500		\$1,800	\$105,905	\$29,795
Wells HS – Design	\$20,000,000		\$2,404,163	\$17,584,080	\$11,757
Roosevelt PhV – Design		\$2,000,000	\$1,035	\$97,625	\$1,901,340
MPG Building		\$80,447,075	\$267,192	\$77,947,593	\$2,232,290
Curriculum		\$63,319,191	\$1,255,550	\$54,617,744	\$7,445,897
Technology		\$136,100,000	\$16,660,493	\$91,534,529	\$27,904,978
Infra Projects		\$268,153,105	\$19,787,893	\$235,023,435	\$13,341,777
Administration		\$51,706,045	\$1,239,513	\$34,440,015	\$16,026,517
2017 Bond Balance		\$0	\$0	\$0	\$0
Contingency – OSM		\$79,451,387	\$0	\$0	\$79,451,387
Unallocated Funds		\$17,649,899	\$0	\$0	\$17,649,899
PPS 2020 Bond Program Total	\$469,976,690	\$863,730,592	\$89,283,832	\$735,700,902	\$508,722,548



2025 Bond Program Status – Budget Update - Overview

Modernizations: Cleveland HS, Ida B Wells HS, and Jefferson

Consolidated Projects: Security Upgrades, Seismic, Technology, Improvements for Roosevelt, Lincoln, Franklin, and Grant, and New Athletic Hub Facilities at Jackson MS and Marshall Campuses

Project	Budget Managed by PROCEDEO	Budget Managed by PPS	Outstanding Encumbrance	Amount Paid to Date	Remaining Balance
Priority Scope		\$190,000,000	\$10,622,793	\$344,233	\$179,032,974
Athletics		\$79,000,000	\$1,347,024	\$2,047,435	\$75,605,541
Technology		\$176,000,000	\$3,916,460	\$26,452,579	\$145,630,961
Physical Education		\$10,000,000	\$0	\$0	\$10,000,000
Curriculum		\$56,000,000	\$0	\$0	\$56,000,000
Jefferson HS Modernization	\$100,000,000		\$0	\$0	\$100,000,000
Cleveland HS Modernization	\$448,911,745		\$12,273,030	\$393,615	\$436,245,100
Ida B Wells HS Modernization	\$429,350,000		\$29,359,062	\$507,760	\$399,483,178
Elementary & Middle Schools		\$171,738,255	\$0	\$0	\$171,738,255
Admin		\$83,050,000	\$57,898,825	\$7,570,008	\$17,581,167
Contingency		\$125,956,806	\$0	\$0	\$125,956,806
PPS 2025 Bond Program Total	\$978,261,745	\$891,745,061	\$115,417,194	\$37,315,630	\$1,717,273,982



Project Updates

Jefferson HS Modernization

5210 N Kerby Ave, Portland, OR 97217

PPS PM
Steve Effros

Contractor (CMGC)
Colas Hoffman

PPS Zone 2
Michelle DePass

Architect
BORA & LEVER

Project Budget	
Total Budget	CMGC GMP
\$466,007,500	GMP: \$TBD

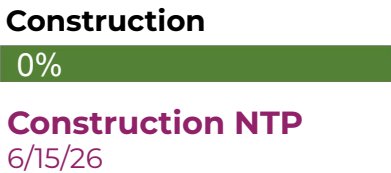
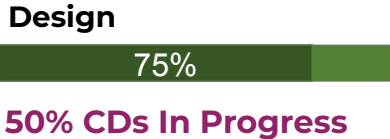
Project Overview

Current Phase: In Construction
Scope: New Facility
New Facility: 299,485 SF
Construction Start: Spring 2026
Student Move-In: 29-30 School Yr
Tentative Sub Com: Fall 2030
GMP Construction Timeline: TBD

General Scope

- ✓ New all-electric multi-story building
- ✓ Includes a theater, health center, teen parent center, and dance studios
- ✓ Track and field relocated to the site of the current structure
- ✓ New softball field and baseball/soccer multiuse field

Project Status



Project Update

1	Agreement finalized with Pacific Power to bring new service to all-electric building
2	Construction staging underway for softball and baseball fields
3	Construction Impact meeting for neighbors/community on Saturday June 6th

> JHS Groundbreaking



> JHS Groundbreaking



> JHS Groundbreaking





> JHS Groundbreaking

Cleveland HS Modernization

3400 SE 26th Ave, Portland, OR 97202

PPS PM
Erik Gerding

Contractor (CMGC)
Skanska

PPS Zone 6
Stephanie Engelsman

Architect
Mahlum

▶ Project Budget

Total Budget	CMGC GMP
\$472,553,760	GMP: TBD

Project Overview

Current Phase: In Construction

Scope: New Facility

New Facility: 297,000 SF

Construction Start: Summer 2026

Student Move-In: 29-30 School Yr

Tentative Sub Com: Summer 2029

GMP Construction Timeline: TBD

General Scope

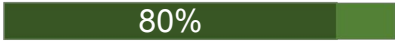
- ✓ 2 new four-story buildings connected by a skybridge
- ✓ Dynamic outdoor courtyard
- ✓ New arts theater, black box theater, 2 gyms, and dance and wrestling studios
- ✓ Improvements to track and athletic fields

▶ Project Status

Design Procurement



Design



50% CDs In Review

Construction



Construction

Marshall Swing Start - 3/30/26
Demo Start - 7/7/26

▶ Project Update

1	Moving to Marshall this month
2	Skanska beginning abatement and demo on 7/6
3	Construction Impact meeting for neighbors/community on Thursday June 11th

> CHS Groundbreaking



> CHS Groundbreaking



> CHS Groundbreaking



> Marshall Exterior



> Marshall Interior





Ida B Wells HS Modernization

1151 SW Vermont St, Portland, OR 97219

PROCEDEO PM
Gabe Asch

Contractor (CMGC)
Hoffman Construction

PPS Zone 1
Christy Splitt

Architect
BORA Architects

▶ Project Budget

Total Budget	CMGC GMP
\$449,350,000	GMP: \$TBD

Project Overview

Current Phase: In Design
Scope: New Facility
New Facility: 283,867 SF
Construction Start: Winter 2026
Student Move-In: 29-30 School Yr
Tentative Sub Com: Fall 2030
GMP Construction Timeline: TBD

General Scope

- ✓ New four-story building including instructional spaces for Career Technical Education programs
- ✓ New performing arts, commons, and outdoor spaces
- ✓ Full complement of athletic fields and upgrade of existing fields on the Rieke side
- ✓ The existing pool is not in the scope, but a new pool support building is included

▶ Project Status

Design Procurement



Design



50% CDs In Progress

Construction



Construction NTP
Pending

▶ Project Update

1	50% CD submittal due August 10, 2026
2	Conditional Use hearing set for July 22, 2026
3	Stakeholder engagement continues

Grice-Adair Center for Educational Excellence

1 N. Fremont St, Portland, OR 97227

PROCEDEO PM
Khalil Rivera

Contractor (CMGC)
TBD

Architect
DLR

▶ Project Budget

Total Budget	CMGC GMP
\$60,000,000	GMP: \$TBD

Project Overview

Current Phase: Planning
Scope: Renovations
Renovations: TBD
Construction Start: TBD
Tentative Sub Com: TBD
GMP Construction Timeline: TBD

General Scope

✓ TBD

▶ Project Status

Design Procurement



Design



Design NTP
6/12/26

Construction



▶ Project Update

1	DLR has been brought on as the Architect
2	Site walks are underway
3	Kickoff meeting for programming occurred on 5/28

> Grice-Adair Ste 400



> Grice-Adair Ste 400



Consolidated Projects

- There have been no significant changes to the Consolidated projects since the last presentation
- Our project teams are finalizing schedules and materials for this summer's projects
- Continuing land use preparation for athletic fields

Questions
Thank You



Contact us



PPS.NET



pubinfo@pps.net



(503) 916-2000



501 N Dixon, Portland, OR 97227



PORTLAND
Public Schools

RESOLUTION No. 7331

Resolution Amending the Bond Accountability Committee Charter

RECITALS

The Portland Public Schools Board of Education established a community Bond Accountability Committee (BAC) whose charge is reflected in a Board-approved charter and which includes reporting to the Board on the planning and progress of the bond-funded programs. The BAC has recommended amendments to its existing charter, as reflected on the attached as Exhibit

RESOLUTION

The Portland Public Schools Board of Education hereby adopts the amended Bond Accountability Charter as reflected on Exhibit A.

Portland Public Schools Capital Construction Bond Accountability Committee Charter

Background

Portland Public Schools (the District) has successfully referred multiple Capital Construction Bond Measures for voter approval in November 2012, May 2017, and November 2020, and May 2025. The District has established a community citizen Bond Accountability Committee, an independent group of community members to review reports and audits of how bond dollars are being spent to provide accountability to the public until bond projects are completed. The Committee will assist the Board of Education (Board) in monitoring the planning, execution, and progress of the bond programs.

Committee Charge

The Portland Public Schools Board of Education (Board) has appointed a citizen community Bond Accountability Committee ("Committee") whose charge is to monitor the planning and progress of the bond programs relative to voter approved work scope, schedule and budget objectives.

The duties of the Committee are (i) to receive and review reports and other information on the current status and planned implementation of the bond programs, including bond project and program status reports, critical path schedules, budgets and expenditures, project prioritization within bond programs, identification of risks, bond-project management key performance indicators, and annual bond performance audits; (ii) to determine whether such status and implementation are consistent with the program approved by the voters; and (iii) to report their findings and recommendations to the Board. The Committee informs and advises the Board, but does not have decision-making authority.

The Superintendent has overall-ultimate responsibility for performance of staff engaged in the implementation of the bond programs.

Based on the information provided by staff, the Committee will regularly review and provide updates to the Board on:

- Whether the ~~school district~~ bond revenues are expended only for the purposes for which the bonds were approved, and that bond revenues are not used for any purpose prohibited by law, including annual review of the bond performance audit and the District's financial audit as it relates to bond expenditures;
- Whether the bond ~~budget is~~ proceeds are sufficient to complete the scope of work as outlined in the voter-approved bonds;
- Whether the projects planned, in progress, and completed will meet the scope of work specified in the voter-approved bonds; and
- Whether bond referral planning is ~~concurrent~~ consistent with PPS vision and the 30-year progressive bond program model;
- Whether each of the projects ~~are~~ is being delivered on schedule and within established budget ~~relative to the voter-approved bonds~~; and
- Whether the District's bond program management is consistent with industry standards.

~~The Committee will receive and review copies of annual performance audit reports and financial audit reports to ensure Bond revenues are expended in compliance with state law and the ballot measure language.~~

Additionally, the Committee may provide feedback and/or advice to the Board on one or more of the following topics as they relate to the bond-funded capital programs:

- Alignment with the goals and principles of the Long Range Facilities Plan;
- Alignment with the goals of the Business Equity Policy;
- District standards and innovative practices for achieving lower maintenance and construction costs while improving operating efficiency, sustainability, and increasing building longevity;
- Historic preservation and school renovation opportunities compatible with the architecture of surrounding Portland neighborhoods;
- Potential capital partnerships for joint and shared use of PPS facilities;
- Development and implementation of appropriate ways to address the District's plan to improve seismic issues safety;
- Topics and scope for the annual performance audit work plan;
- Compliance with ADA; and

- Communicating key information related to the bonds to the ~~School~~ Board, public groups, organizations and stakeholders.

The Committee will also review future bond planning processes and materials and provide advice to the Board, prior to bond referral, on:

- Cost ~~estimating~~ processes related to proposed modernization efforts, new construction projects, and other potential scopes of work.
- Bond development risk management strategies including project cost escalation assumptions, contingency assumptions, bond management cost estimates, etc.

~~The Committee may request additional documents and provide advice to PPS staff on topics agreed upon by the Committee and PPS staff.~~

The Committee will use the [Racial Equity and Social Justice](#) framework in its review of bond projects and in providing advice to the Board. Any recommendation from the Committee to the Board ~~should will~~ include discussion of any possible impact on historically underserved student populations.

~~The Committee will review regular reports produced by the District each year the bond proceeds are being spent. The Committee will use these documents to verify general compliance with the purposes set forth in the capital improvement programs as approved by the voters.~~

The Board **by resolution** may request the Committee ~~resolution will consider performing other to undertake other reasonable duties requested by the Board~~ related to the Bond programs.

Reporting Structure and Cadence

The ~~BAC~~ Committee will ~~report to update the Board~~ ~~OE~~ in the following manner:

- Quarterly ~~full~~ report to the Board ~~OE~~, in person unless otherwise specified by the Board
- Written reports to the Board as needed ~~Monthly written Reporting reports on meetings, updates, and committee work (written, monthly)~~ ~~ff~~

Committee ~~Voting~~ Meeting Protocols

The Committee will generally adhere to the Board meeting protocols in Board Policy 1.70.011-P to make clear what recommendations are being made and that they have been adopted by a majority of the Committee. The Minutes of all Committee meetings should reflect Committee meeting attendance, the agenda items discussed, and the Committee's

recommendations; Minutes of prior meetings should be reviewed and approved at the next Committee meeting. Meeting materials should be circulated with sufficient time for meaningful review by the Committee members and in coordination with the Committee Chair.

Committee Membership

The Committee shall consist of approximately seven to ten members reflective of the diversity of Portland. The Board will appoint eCommittee members and a Committee will elect a chairperson chair and vice chair at the first meeting following July 1 each year.:

The Committee shall be composed of individuals with a commitment to fairness and transparency and belief in the role of the public sector as stewards of public funds.

Membership of the eCommittee should display a commitment to and experience in one or more of the following:

- Building design, architecture, engineering
- Construction and/or public construction financing
- Workforce equity and/or career learning equity
- Public contracting, budgeting, and/or auditing
- Business equity, Minority-owned, Women-Owned, or Emerging Small Business (MWESB) opportunities in public works
- Curriculum development
- Technology infrastructure and investment
- One or more of any other the specific bond project scopes of work

~~The Committee shall be composed of a mix of individuals with a good reputation in the community for fairness and transparency, and a majority of the committee will be people with a combination of experience in building design; construction; construction financing; public contracting, budgeting, and/or auditing.~~

- The Committee members shall receive no direct or indirect compensation from the District for their services as members of the Committee.

- The Committee members may not have an active or pending contract with the District, nor enter into a contract during **or within one year of the end of** their term on the Committee.
- The Committee may not include any employee or official of the District, or any vendor, contractor or consultant of the District.
- ~~A Committee member serves to advise the Board.~~ If a Committee member resigns, violates the Committee Code of Ethics contained herein (see attachment), fails to attend two consecutive Committee meetings without reasonable excuse, or otherwise becomes unable to serve on the Committee, the Board may declare the position on the Committee to be vacant and appoint another qualified person to the Committee. **At all times, Committee members serve at the discretion of the Board and may be removed by a vote of the majority of the Board.**
- **The Board may appoint** ~~M~~members ~~are appointed~~ to staggered 2-, 3- and 4-year terms and may reapply for consideration to serve additional terms. ~~Effective July 1, 2019, a~~ **A** Committee member shall not hold the title of chairperson for more than 3 years. A Committee member may serve for a total of no more than eight years **unless an additional term of service is authorized by the Board.**

Committee Operations

The Committee operates in an advisory capacity to the Board. The Committee is not responsible for the bond program or project outcomes and does not direct staff including any contracted staff, consultants, contractors, or auditors. The charge to the Committee does not include:

- Approval of construction contracts;
- Approval of construction change orders;
- Appropriation of construction funds;
- Handling of legal matters;
- Approval or performance of audit scope of work;
- Approval of construction plans and schedules;
- Approval of the sale of bonds;
- Priorities and order of construction for the bond projects;

- Selection of architects, engineers, construction managers, project managers, and such other professional service firms;
- The approval of the scope or design for any project;
- The selection of independent audit firm(s), performance audit consultants and such other consultants as are necessary to support the performance of the Bond Program;
- Setting or approving schedules of design and construction activities;
- Activities, roles or responsibilities that have been designated by the Superintendent or her designee to staff or consultants, or any policy-making responsibilities;
- Approval of future bond scopes of work; or
- Approval of current or future project cost estimates.

Committee Meetings

- The Committee will meet no less than quarterly or as requested by the Board in a public meeting. Because the Committee reports to the Board of Education, all Committee meetings must comply with Oregon Public Meetings law. Accordingly, a quorum of the Committee may not meet in person or by email to discuss current or anticipated Committee work outside a public meeting.▪
- Committee meetings are advisory and not related to formal decision-making by the Board. Committee meetings shall include opportunity for public comments.
- The Superintendent will assign and delegate the appropriate level of staff to support the Committee's work.
- District staff will provide necessary technical and administrative assistance as follows:
 - A meeting room, including any necessary audio/visual equipment;
 - Preparation and copies of any ~~documentary~~ written meeting materials, such as agendas and reports; and distribution of those materials to the Committee in a timely manner.
 - Provision of reports covering the School Bond Programs.
 - Preparation of Committee meeting minutes and posting for public viewing and use on the PPS web site.

- District staff will attend Committee meetings in order to report on the status of capital improvement projects, to respond to questions, and to receive advice and counsel on the overall bond programs or any of their component parts. District project consultants may be asked to attend Committee meetings at the discretion of District staff or by request of the Committee.

Media Relations

Committee members are classified as volunteers serving terms under the guidance of the BAC Charter and the Board of Education. Committee members are neither required to or restricted from responding to media requests. Members can reach out to staff for direction or forward all media requests to ~~OSM~~ District Communications for follow up.

Attachment

Portland Public Schools Capital Construction

Bond Citizen Accountability Committee:

Code of Ethics

A Code of Ethics provides general guidelines for Committee members to follow in carrying out their roles. Not all ethical issues that Committee members face are covered in this Code. However, this Code captures some of the critical areas that help define ethical and professional conduct for Committee members. Committee members are expected to strictly adhere to the provisions of this Code of Ethics.

Policy

Each Committee member must uphold the federal and Oregon Constitutions; the laws and regulations of the United States and the State of Oregon, including complying fully with the ethics laws found within ORS Chapter 244; and the policies, procedures, rules, and regulations of the District. Additionally, Committee members shall:

- Act in the best interest of the District and the public

- Make service on the Committee a high personal priority by participating constructively and consistently in Committee work
- Prepare for meetings by reading the agenda and supporting material and learning about the subject matter
- Participate in rational, informed deliberations by considering reliable information and thinking critically
- Use one's own judgment versus following the lead of others
- Be committed to serving the District as a whole rather than any part or any personal or political cause
- Avoid conflicts of interest or the appearance thereof
- Provide advice and counsel untainted by personal, professional, or political interest
- Adhere to the highest standards of personal and professional behavior

For a period of one (1) year after leaving the Committee, a former Committee member may not represent any person or organization for compensation in connection with any matter pending before the District that, as a Committee member, he or she participated in personally and substantially. Specifically, for a period of one (1) year after leaving the Committee, a former Committee member and the companies and ~~businesses~~ **organizations** for which the member works shall be prohibited from contracting with the District with respect to:

- bidding or proposing to provide services on projects funded by the bond proceeds; and/or
- any construction project funded by the District.

Portland Public Schools Capital Construction Bond Accountability Committee Charter

Background

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The Superintendent has ultimate responsibility for performance of staff engaged in the implementation of the bond programs.

Based on the information provided by staff, the Committee will regularly review and provide updates to the Board on:

- Whether the bond revenues are expended only for the purposes for which the bonds were approved and that bond revenues are not used for any purpose prohibited by law, including annual review of the bond performance audit and the District's financial audit as it relates to bond expenditures;
- Whether the bond proceeds are sufficient to complete the scope of work as outlined in the voter-approved bonds;
- Whether the projects planned, in progress, and completed will meet the scope of work specified in the voter-approved bonds;

- Whether bond referral planning is consistent with PPS vision and the 30-year progressive bond program model;
- Whether each of the projects is being delivered on schedule and within established budget ;and
- Whether the District's bond program management is consistent with industry standards.

Additionally, the Committee may provide feedback and/or advice to the Board on one or more of the following topics as they relate to the bond-funded capital programs:

- Alignment with the goals and principles of the Long Range Facilities Plan;
- Alignment with the goals of the Business Equity Policy;
- District standards and innovative practices for achieving lower maintenance and construction costs while improving operating efficiency, sustainability, and increasing building longevity;
- Historic preservation and school renovation opportunities compatible with the architecture of surrounding Portland neighborhoods;
- Potential capital partnerships for joint and shared use of PPS facilities;
- Development and implementation of the District's plan to improve seismic safety;
- Topics and scope for the annual performance audit work plan;
- Compliance with ADA; and
- Communicating key information related to the bonds to the Board, public groups, organizations and stakeholders.

The Committee will also review future bond planning processes and materials and provide advice to the Board, prior to bond referral, on:

- Cost-estimating processes related to proposed modernization efforts, new construction projects, and other potential scopes of work.
- Bond development risk management strategies including project cost escalation assumptions, contingency assumptions, bond management cost estimates, etc.

The Committee will use the [Racial Equity and Social Justice](#) framework in its review of bond projects and in providing advice to the Board. Any recommendation from the Committee to

the Board should include discussion of any possible impact on historically underserved student populations.

The Board by resolution may request the Committee to undertake other reasonable duties related to the Bond programs.

Reporting Structure and Cadence

The Committee will update the Board in the following manner:

- Quarterly report to the Board, in person unless otherwise specified by the Board

Written reports to the Board as needed Committee Meeting Protocols

The Committee will generally adhere to the Board meeting protocols in Board Policy 1.70.011-P to make clear what recommendations are being made and that they have been adopted by a majority of the Committee. The Minutes of all Committee meetings should reflect Committee meeting attendance, the agenda items discussed, and the Committee's recommendations; Minutes of prior meetings should be reviewed and approved at the next Committee meeting. Meeting materials should be circulated with sufficient time for meaningful review by the Committee members and in coordination with the Committee Chair.

Committee Membership

The Committee shall consist of seven to ten members reflective of the diversity of Portland. The Committee will elect a chair and vice chair at the first meeting following July 1 each year.

The Committee shall be composed of individuals with a commitment to fairness and transparency and belief in the role of the public sector as stewards of public funds.

Membership of the Committee should display a commitment to and experience in one or more of the following:

- Building design, architecture, engineering
- Construction and/or public construction financing
- Workforce equity and/or career learning equity
- Public contracting, budgeting, and/or auditing
- Business equity, Minority-owned, Women-Owned, or Emerging Small Business (MWESB) opportunities in public works

- Curriculum development
- Technology infrastructure and investment
- One or more of any other specific bond project scopes of work
- The Committee members shall receive no direct or indirect compensation from the District for their services as members of the Committee.
- The Committee members may not have an active or pending contract with the District, nor enter into a contract during or within one year of the end of their term on the Committee.
- The Committee may not include any employee or official of the District, or any vendor, contractor or consultant of the District.
- If a Committee member resigns, violates the Committee Code of Ethics contained herein (see attachment), fails to attend two consecutive Committee meetings without reasonable excuse, or otherwise becomes unable to serve on the Committee, the Board may declare the position on the Committee to be vacant and appoint another qualified person to the Committee. At all times, Committee members serve at the discretion of the Board and may be removed by a vote of the majority of the Board.
- The Board may appoint members to staggered 2-, 3- and 4-year terms and may reapply for consideration to serve additional terms. A Committee member shall not hold the title of chairperson for more than 3 years. A Committee member may serve for a total of no more than eight years unless an additional term of service is authorized by the Board.

Committee Operations

The Committee operates in an advisory capacity to the Board. The Committee is not responsible for the bond program or project outcomes and does not direct staff including any contracted staff, consultants, contractors, or auditors. The charge to the Committee does not include:

- Approval of construction contracts;
- Approval of construction change orders;
- Appropriation of construction funds;
- Handling of legal matters;
- Approval or performance of audit scope of work;

- Approval of construction plans and schedules;
- Approval of the sale of bonds;
- Priorities and order of construction for the bond projects;
- Selection of architects, engineers, construction managers, project managers, and such other professional service firms;
- The approval of the scope or design for any project;
- The selection of independent audit firm(s), performance audit consultants and such other consultants as are necessary to support the performance of the Bond Program;
- Setting or approving schedules of design and construction activities;
- Activities, roles or responsibilities that have been designated by the Superintendent or her designee to staff or consultants, or any policy-making responsibilities;
- Approval of future bond scopes of work; or
- Approval of current or future project cost estimates.

Committee Meetings

- The Committee will meet no less than quarterly or as requested by the Board in a public meeting. Because the Committee reports to the Board of Education, all Committee meetings must comply with Oregon Public Meetings law. Accordingly, a quorum of the Committee may not meet in person or by email to discuss current or anticipated Committee work outside a public meeting.
- Committee meetings are advisory and not related to formal decision-making by the Board. Committee meetings shall include opportunity for public comments.
- The Superintendent will assign and delegate the appropriate level of staff to support the Committee's work.
- District staff will provide necessary technical and administrative assistance as follows:
 - A meeting room, including any necessary audio/visual equipment;
 - Preparation and copies of any written meeting materials, such as agendas and reports; and distribution of those materials to the Committee in a timely manner.

- Provision of reports covering the School Bond Programs.
- Preparation of Committee meeting minutes and posting for public viewing and use on the PPS web site.
- District staff will attend Committee meetings in order to report on the status of capital improvement projects, to respond to questions, and to receive advice and counsel on the overall bond programs or any of their component parts. District project consultants may be asked to attend Committee meetings at the discretion of District staff or by request of the Committee.

Media Relations

Committee members are classified as volunteers serving terms under the guidance of the BAC Charter and the Board of Education. Committee members are neither required to or restricted from responding to media requests. Members can reach out to staff for direction or forward all media requests to District Communications for follow up.

Attachment

Portland Public Schools Capital Construction

Bond Citizen Accountability Committee:

Code of Ethics

A Code of Ethics provides general guidelines for Committee members to follow in carrying out their roles. Not all ethical issues that Committee members face are covered in this Code. However, this Code captures some of the critical areas that help define ethical and professional conduct for Committee members. Committee members are expected to strictly adhere to the provisions of this Code of Ethics.

Policy

Each Committee member must uphold the federal and Oregon Constitutions; the laws and regulations of the United States and the State of Oregon, including complying fully with the ethics laws found within ORS Chapter 244; and the policies, procedures, rules, and regulations of the District. Additionally, Committee members shall:

- Act in the best interest of the District and the public
- Make service on the Committee a high personal priority by participating constructively and consistently in Committee work
- Prepare for meetings by reading the agenda and supporting material and learning about the subject matter
- Participate in rational, informed deliberations by considering reliable information and thinking critically
- Use one's own judgment versus following the lead of others
- Be committed to serving the District as a whole rather than any part or any personal or political cause
- Avoid conflicts of interest or the appearance thereof
- Provide advice and counsel untainted by personal, professional, or political interest
- Adhere to the highest standards of personal and professional behavior

For a period of one (1) year after leaving the Committee, a former Committee member may not represent any person or organization for compensation in connection with any matter pending before the District that, as a Committee member, he or she participated in

personally and substantially. Specifically, for a period of one (1) year after leaving the Committee, a former Committee member and the companies and organizations for which the member works shall be prohibited from contracting with the District with respect to:

- bidding or proposing to provide services on projects funded by the bond proceeds; and/or
- any construction project funded by the District.

RESOLUTION No. 7323

K–12 Comprehensive Health Education Curriculum Materials Adoption

RECITALS

- A. High-quality, standards-aligned health education is essential to supporting the whole child—academically, socially, emotionally, and physically. Comprehensive health instruction equips students with the knowledge, skills, and confidence to make informed decisions, build healthy relationships, and contribute to safe and thriving communities. Research demonstrates that when health education is inclusive, skills-based, and scaffolded across grade levels, it produces improved school climate, reduced violence, increased academic achievement, and lasting intergenerational benefits.
- B. The Health & Physical Education (HPE) Team has completed a rigorous, four-year Comprehensive K–12 Health Education Instructional Materials Adoption spanning five sub-content areas:
- Mental and Emotional Health
 - Food, Nutrition, and Physical Activity
 - Substance Use Prevention
 - Comprehensive Sexuality Education
 - Violence Prevention
- C. The recommended instructional materials align with the 2025 Oregon Health Education Standards, meet the requirements of ODE Division 22, and reflect Portland Public Schools' district-wide priority to adopt High-Quality Instructional Materials across all core subject areas. The adoption also supports the District Continuous Improvement Plan (DCIP) priorities of increasing attendance, improving literacy, improving math, and supporting 9th-grade success. This adoption fulfills Portland Public Schools' obligations under multiple Oregon laws and mandates.
- D. The adoption process followed Portland Public Schools' established Adoption of Instructional Resources (AIR) process, utilizing field-testing and committee review. Because no commercially available health textbooks adequately met Oregon's health education standards or provided the flexibility required to respond to student data (such as the Youth Risk Behavior Survey and the School Health Survey), the district partnered with specialized public health organizations including Advocates for Youth, Stanford's REACH Lab, and Cairn Guidance. Grant funding was secured to support the development of the Mental Health and Nutrition curricula, for which Cairn Guidance developed custom instructional materials.
- E. Over the course of the adoption, Portland Public Schools engaged students, families, educators, and community partners in a meaningful and ongoing process. Engagement efforts included: an open house and evening listening session at the Dr. Matthew Prophet Education Center; collaboration with the Village Table to review materials and gather community input; surveying over 207 students to inform culturally affirming and trauma-informed curriculum design; and

convening a youth panel to review and provide feedback on high school Comprehensive Sexuality Education lesson drafts.

- F. On June 11, 2026, the Teaching, Learning, and Enrollment Committee reviewed and recommended forwarding the curriculum to the full Board for approval.

RESOLVED

1. The Board of Education accepts the Superintendent's recommendation to adopt and purchase the following K-12 Health curriculum adoption:

Sub-Content Area	K–5	6–8	9–12
Mental & Emotional Health	Cairn Guidance	Cairn Guidance; Signs of Suicide	Cairn Guidance; Signs of Suicide
Food, Nutrition & Physical Activity	Cairn Guidance	Cairn Guidance; Let's Eat!	Cairn Guidance
Substance Use Prevention	5th Grade: Stanford REACH Lab (K–4: RFP recommended)	Project ALERT; HealthSmart	Stanford REACH: Safety First
Comprehensive Sexuality Education	Advocates for Youth: Rights, Respect, Responsibility	ODHS: My Future–My Choice	Advocates for Youth: Rights, Respect, Responsibility
Violence Prevention	Second Step (Adopted 2023)	ODHS: My Future–My Choice	Nest Foundation: You Belong Here

2. The Board of Education thanks the members of the Comprehensive Health Education Adoption Instruction Resource Committee, pilot teachers and community members for their time and engagement in the selection of a K-12 Health curriculum.



To: Board of Directors
From: Kristina Howard, Senior Chief; Dr. Jenny Withycombe, Assistant Dir Health & PE
RE: K-12 Health Curriculum Adoption
Date: May, 2026

ITEM FOR INFORMATION

Date of Meeting: May 26, 2026

Title: K-12 Health Curriculum Adoption

Background:

The Health & Physical Education team has completed a rigorous, four-year Comprehensive K-12 Health Education Instructional Materials Adoption. This extended timeline was a deliberate choice, not a circumstantial one. Health education is uniquely dynamic: the science of youth and adolescent health, evolving community needs, and the health behaviors of young people do not stand still, and neither did we. By taking the time necessary to engage deeply with staff, students, families, and community stakeholders, we are confident that the materials we are bringing forward represent the best available resources to support the whole health of Portland Public Schools students.

The recommended curricula align with the latest Oregon Health Education Standards, meet the requirements of Division 22 – the Oregon Department of Education's framework ensuring districts provide quality education in compliance with state law – and reflect Portland Public Schools' instructional priority to adopt High-Quality Instructional Materials across all core subject areas.

This curriculum adoption process is unique in that we have field-tested and are recommending the adoption of instructional materials across five sub-content Health topics:

- Mental and Emotional Health
- Food and Nutrition
- Substance Use Prevention
- Comprehensive Sexuality Education
- Violence Prevention

Unlike other core subject areas, we do not have a comprehensive health textbook to recommend at any grade band. While our AIR committees did meet with vendors such as Goodheart-Wilcox, they did not



recommend them for field testing. Typically, health textbooks do not meet our state's health standards and laws, nor are they flexible enough for us to respond to student data (such as data from the Youth Risk Behavior Survey or the School Health Survey). Instead, we field-tested standards-aligned instructional materials designed and written by various public health organizations (e.g., Advocates for Youth, Stanford's REACH Lab, and Cairn Guidance) that specialize in curriculum for the sub-content areas listed above.

Related Laws, Mandates, and Policies:

In addition to following the PPS Comprehensive Health Education policy (Board Policy 6.40.013-P), as well as aligning curriculum with the latest Oregon Health Education standards (2025), we are responsible for providing instructional materials that support several laws, mandates, and policies, including:

Comprehensive Sexuality Education: OAR 581-022-2050, ORS 336.455

Oregon **requires** medically accurate, age-appropriate sexuality education as part of the health curriculum. Students must receive instruction on human sexuality, healthy relationships, consent, STI/HIV prevention, and responsible decision-making.

Substance Use & Drug Prevention: OAR 581-022-2045

All high school students must receive annual instruction on the effects of alcohol, tobacco, and drugs as part of a comprehensive health education program.

Synthetic Opioid (Fentanyl) Prevention: SB 238

Oregon requires districts to teach synthetic opioid prevention lessons in grades 6–8 and at least once in high school.

Teen Dating Violence Prevention: Healthy Teens Relationship Act ORS 339.366, HB 4077

Schools must provide instruction on teen dating violence, domestic violence prevention, consent, and healthy relationships for students in grades 7-12.

Suicide Prevention Education: Adi's Act OAR 581-022-2510, ORS 339.343, SB 52

School districts must implement a comprehensive suicide prevention plan that includes mental health education, prevention strategies, and intervention supports for students K-12.

Sexual Abuse Prevention Education: Erin's Law OAR 581-022-2050, ORS 336.059, SB 856



Schools must provide at least four instructional sessions per year on sexual abuse prevention for students in Kindergarten through grade 12.

Bullying & Harassment Prevention: OAR 581-022-2310, ORS 339

Districts must educate students on preventing harassment, intimidation, bullying, and cyberbullying and provide guidance on responding to unsafe behavior.

You can find a complete list of laws, policies, and mandates on our [PPS Health & PE Website](#).

Connection to Board Goals:

Health education supports young people to gain age-appropriate knowledge and skills that foster healthy behaviors, empowered decision-making, and a holistic understanding of their role in promoting individual, family, and community safety and well-being. [Research](#) shows that when health education is comprehensive, inclusive, skills-based, and scaffolded across grades, it leads to improved school climate, reduced violence, increased individual academic achievement, and long-lasting intergenerational benefits.¹

The Health and Physical Education (HPE) Team plays a crucial role in supporting the whole child, ensuring that every student in our district has the opportunity to succeed academically, socially, and physically. Aligned with our District Continuous Improvement Plan (DCIP) priorities—increasing attendance, improving literacy, improving math, and supporting 9th-grade success—our curriculum adoption also reflects our district’s Health objectives to foster inclusive practices, standards-based teaching, and student well-being. Health Education offers unique opportunities to foster a sense of belonging, agency, and enjoyment in learning, which directly contribute to improved attendance.

Community Engagement:

Over the course of the adoption we have engaged with the community in a variety of ways. One of these initiatives, as an example, was to gather feedback from the community, including students, on ways in which we could create a more culturally-affirming, trauma-informed nutrition curriculum for our students. In addition to incorporating feedback from the 207 students we heard from, we also engaged with community-based organizations to inform the development of new instructional materials.

During the development of our latest Comprehensive Sex Ed materials we surveyed high school students about their experiences with the previous iteration of materials to see ways in which we could

¹Oregon Health Education Standards, ODE (2023)

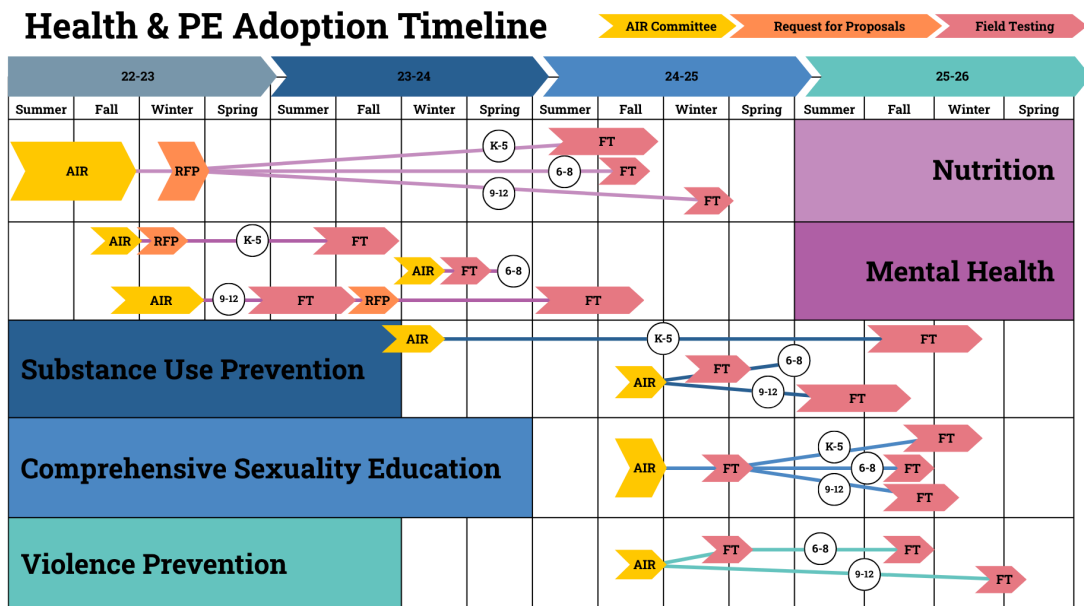


be more trauma-informed. We also worked with a small group of youth to review drafts of the new high school CSE lessons and provide feedback. The information we received from both the survey and our youth panel was shared with the curriculum developers to support standards-aligned, trauma-informed revisions to the materials.

This year, the Health & PE Team engaged with community stakeholders in two additional ways: first, we hosted an all-day open house at the Dr. Matthew Prophet Education Center (PEC) that included an evening presentation and listening session. Our team staffed the PEC lobby to provide access to instructional materials, answer questions, and hold space for conversation. Secondly, our team met with members of the Village Table (formerly F.A.C.E.) to provide an update on our adoption process, create space for conversations, answer questions, and share instructional materials to gather community feedback.

Timeline for Implementation & Evaluation:

Our sub-content adoptions were conducted across four years:



Note: We received grant funding to support the procurement of the Mental Health and Nutrition curricula. Our staff supporting this work on AIR committees could not recommend existing curricula, so Cairn Guidance wrote each set of instructional materials for both sub-content areas and piloted them with teachers. This is why there is an extended timeline for those sub-content areas.



Staff Recommendations:

Sub-Content Area	K-5	6-8	9-12
Mental & Emotional Health	Cairn Guidance	Cairn Guidance Signs of Suicide	Cairn Guidance Signs of Suicide
Food, Nutrition, & Physical Activity	Cairn Guidance	Cairn Guidance Let's Eat!	Cairn Guidance
Substance Use Prevention	5th Grade: Stanford REACH	Project ALERT HealthSmart	Stanford REACH: Safety First
Comprehensive Sexuality Education	Advocates for Youth: <i>Rights, Respect, Responsibility</i>	ODHS: <i>My Future-My Choice</i>	Advocates for Youth: <i>Rights, Respect, Responsibility</i>
Violence Prevention	Second Step Adopted in 2023	ODHS: <i>My Future-My Choice</i>	Nest Foundation: <i>You Belong Here</i>

Recommended for Adoption: Participants approved these instructional materials.

K-5 Substance Use Prevention:

Our 5th-grade field testers recommended Stanford REACH Lab's *You and Me Together*, *Vape Free*, and *Smart Talk* (related to cannabis-use prevention). Our field testers in grades K-4 implemented lessons from several vendors (e.g., Generation Rx, Ask.Listen.Learn, Operation Prevention) but were concerned about gaps in standards alignment and inconsistencies in language and pedagogical approach from one lesson to the next.

This team [recommends](#) issuing a Request for Proposals to solicit vendors to design lessons specifically for this sub-content area.

Note: Please see the link under "Resources" to access the Adoption Decision Forms, which provide more information about the selection and approval process and rationale for each sub-content area.

Fiscal Impact:

Many of the materials we are recommending are available to us at no cost. Please refer to the table below for a cost breakdown of this adoption:



Grade Band	Unit/topic	Vendor / Contract	Estimated Cost
HS	Violence Prevention	NEST	\$350,000 (5-year)
MS	Substance Use	ETR	\$410,891.78 (5-year)
Subtotal			\$760,891.78
Anticipated Design and Development Costs			
MS	Sex Ed and Violence Prevention	ODHS (<i>My Future-My Choice</i>)	\$175,000 for curriculum development
ES	Comprehensive Sex Ed	Advocates for Youth	\$11,700 for Graphic Design to align all K-5 lesson plans to the most recent layout
Subtotal			\$186,700.00
Anticipated Professional Learning Costs			
ES	Comprehensive Sex Ed	Advocates for Youth	\$59,450.00: Curriculum-aligned grade level learning modules (see proposal)
Subtotal			\$59,450.00
TOTAL COST			\$1,007,041.78

Resources:

- [Village Table Presentation](#)

RESOLUTION No. 7324

Amendment No. 2 to the Fiscal Year 2025-26 Budget for MULTNOMAH COUNTY SCHOOL DIST 1J

RECITALS

- A. On June 10, 2025, the Board of Education ("Board"), by way of Resolution No. 7121, voted to adopt an annual budget for the Fiscal Year 2025-26 as required under Local Budget Law; and
- B. Board Policy 8.10.030-AD, "Budget Reallocations - Post Budget Adoption," establishes the guidelines to ensure consistent and detailed communication on fiscal issues between the Superintendent and the Board; and
- C. Oregon Local Budget Law, ORS 294.463, allows transfers of funds within funds or between funds after adoption under prescribed guidelines; and
- D. On July 22, 2025, the Board of Education ("Board"), by way of Resolution No. 7156, voted to amend the annual budget for the Fiscal Year 2025-26.
- E. This Amendment No. 2 further adjusts the 2025-26 adopted appropriations to reflect current year-end spending projections, ensuring appropriation compliance with Oregon Local Budget Law prior to closing the fiscal year. Budget changes do not increase the total authorized expenditure footprint of any fund, are summarized in Attachment A, and include the following major components:
 - a. General Fund (Fund 100) - Appropriation transfer
 - i. Increase requirements for Instruction by \$4,000,000
 - ii. Increase requirements for Support Services by \$10,000,000
 - iii. Reduce requirements for Enterprise & Community Services by \$1,000,000
 - iv. Reduce requirements for Transfer of Funds by \$3,000,000
 - v. Reduce requirements for Contingency by \$10,000,000
 - b. Special Revenue Fund (Fund 200) - Appropriation transfer
 - i. Increase requirements for Facilities Acquisition & Construction \$500,000
 - ii. Reduce requirements for Enterprise & Community Services by \$500,000
- F. These appropriation transfers are administrative and technical reallocations of existing spending capacity to ensure legal category limits are maintained through the end of the fiscal year
- G. This resolution is to enable the Board to approve Amendment No. 2 to the annual budget for Fiscal Year 2025-26, and is allowed under ORS 294.471(a) (b) (c) (d) & (h), which states that the budget may be amended at a regular meeting of the governing body; and
- H. The Superintendent recommends approval of this resolution.

RESOLUTION

BE IT RESOLVED that the Board of Directors of MULTNOMAH COUNTY SCHOOL DIST 1J, Multnomah County, Oregon, pursuant to ORS 294.463, hereby transfers \$14,000,000 of General Fund appropriations and \$500,000 of Special Revenue Fund appropriations as summarized by Fund and Appropriation Level in Attachment A for the fiscal year beginning July 1, 2025.

Attachment A
Portland Public Schools
Adjustments to the 2025-26 Amended Budget
June 23, 2026
(in thousands)

	Adopted Budget	Amendment 1 Adjustment	Amendment 1 Budget	Amendment 2 Adjustment	Amendment 2 Budget
100 - General Funds					
Resources					
Beginning Fund Balance	45,000	-	45,000	-	45,000
Local Property and Other Taxes	359,464	-	359,464	-	359,464
Local Option Taxes	109,222	-	109,222	-	109,222
Other Local Sources	25,831	-	25,831	-	25,831
County and Intermediate Sources	7,847	-	7,847	-	7,847
State Sources	297,191	-	297,191	-	297,191
Federal Sources	15	-	15	-	15
Transfers In	23,962	-	23,962	-	23,962
Other	50	1,322	1,372	-	1,372
Total	868,580	1,322	869,902	0	869,902
Requirements					
Instruction	458,417	-	458,417	4,000	462,417
Support Services	347,191	1,322	348,513	10,000	358,513
Enterprise and Community Svcs	4,617	-	4,617	(1,000)	3,617
Debt Service	0	-	-	-	-
Transfers of Funds	17,176	-	17,176	(3,000)	14,176
Contingency	41,179	-	41,179	(10,000)	31,179
Total	868,580	1,322	869,902	0	869,902
200 - Special Revenue Funds					
Resources					
Beginning Fund Balance	39,008	-	39,008	-	39,008
Property and Other Taxes	373	-	373	-	373
Other Revenue from Local Sources	15,497	-	15,497	-	15,497
Intermediate Sources	2,468	-	2,468	-	2,468
State Sources	95,383	-	95,383	-	95,383
Federal Sources	70,460	-	70,460	-	70,460
Interfund Transfers	1,616	-	1,616	-	1,616
All Other Resources	-	-	-	-	-
Total	224,805	0	224,805	0	224,805
Requirements					
Instruction	86,733	-	86,733	-	86,733
Support Services	77,509	-	77,509	-	77,509
Enterprise and Community Svcs	36,551	-	36,551	(500)	36,051
Facilities Acquisition and Construction	50	-	50	500	550
Transfer of Funds	23,962	-	23,962	-	23,962
Contingency	-	-	-	-	-
Unappropriated Ending Fund Balance	-	-	-	-	-
Total	224,805	0	224,805	0	224,805
300 - Debt Service Funds					
Resources					
Beginning Fund Balance	3,242	-	3,242	-	3,242
Property and Other Taxes	171,552	-	171,552	-	171,552
Other Revenue from Local Sources	97,277	-	97,277	-	97,277
Interfund Transfers	619	-	619	-	619
Total	272,690	0	272,690	0	272,690
Requirements					
Debt Service	272,690	-	272,690	-	272,690
Contingency	-	-	-	-	-
Unappropriated Ending Fund Balance	-	-	-	-	-
Total	272,690	0	272,690	0	272,690
400 - Capital Projects Funds					
Resources					
Beginning Fund Balance	514,705	-	514,705	-	514,705
Other Revenue from Local Sources	11,477	-	11,477	-	11,477
Intermediate Sources	-	-	-	-	-
State Sources	2,000	-	2,000	-	2,000
Bond Proceeds & Premiums	-	-	-	-	-
Interfund Transfers	1,000	-	1,000	-	1,000
All Other Resources	114,591	-	114,591	-	114,591
Total	643,773	0	643,773	0	643,773

Requirements					
Support Services	1,995	-	1,995	-	1,995
Enterprise and Community Svcs	1,301		1,301		1,301
Facilities Acquisition and Construction	639,859	-	639,859	-	639,859
Debt Service	0	-	0	-	0
Transfers of Funds	619	-	619	-	619
Total	643,773	0	643,773	0	643,773
600 - Internal Service Funds					
Resources					
Beginning Fund Balance	6,500	-	6,500	-	6,500
Other Revenue from Local Sources	4,209	-	4,209	-	4,209
Transfers of Funds	14,560	-	14,560	-	14,560
Total	25,269	0	25,269	0	25,269
Requirements					
Support Services	24,769	-	24,769	-	24,769
Contingency	500	-	500	-	500
Total	25,269	0	25,269	0	25,269
All Funds Total	2,035,117	1,322	2,036,439	0	2,036,439

Attachment A
Portland Public Schools
Adjustments to the 2025-26 Amended Budget
June 23, 2026
(in thousands)

Proposed Resources	General Funds (100)	Special Revenue Funds (200)	All Other Funds	Total Funds
	\$ 869,902	\$ 224,805	\$ 941,732	\$ 2,036,439
Adjustments:				
1				0
Total Resource Changes	0	0	0	0
Recommended Approved Resource Budget	\$ 869,902	\$ 224,805	\$ 941,732	\$ 2,036,438
Proposed Requirements	General Funds (100)	Special Revenue Funds (200)	All Other Funds	Total Funds
	\$ 869,902	\$ 224,805	\$ 941,732	\$ 2,036,439
Adjustments:	Function			
1 Increase Instruction	1000 4,000			\$ 4,000
2 Increase Support Services	2000 10,000			\$ 10,000
3 Decrease Enterprise and Community Svcs	3000 (1,000)	(500)		\$ (1,500)
4 Increase Facilities Acquisition and Construction	4000 -	500		\$ 500
5 Debt Service	5000			\$ -
6 Decrease Transfers of Funds	6000 (3,000)			\$ (3,000)
7 Decrease Contingency	7000 (10,000)			(10,000)
Total Requirement Changes	0	0	0	0
Recommended Approved Requirement Budget	\$ 869,902	\$ 224,805	\$ 941,732	\$ 2,036,438



Michelle Morrison
Chief Financial Officer

Portland Public Schools
501 North Dixon Street • Portland, OR 97227
Phone: (503) 916-2000
www.pps.net

MEMORANDUM

Date: June 23, 2026
To: Board of Education
From: Michelle Morrison, Chief Financial Officer
CC: Superintendent Kimberlee Armstrong
Subject: Resolution to Amend the 2025-26 Adopted Budget, Amendment No. 2

BACKGROUND

Oregon Local Budget Law allows budget adjustments after adoption under prescribed guidelines. This routine, year-end alignment ensures that major appropriation categories accurately reflect actual spending patterns that occurred over the course of the fiscal year, maintaining strict compliance with state spending limitations.

The proposed amendment adjusts requirement (expenditure) categories within Fund 100 (General Fund) and Fund 200 (Special Revenue Funds) to align authorized appropriations with actual year-end projections reported in the April 2026 monthly financial report

The district remains actively committed to achieving its target of a 5% General Fund contingency minimum for the current 2025–26 fiscal year. In support of this goal, staff implemented year-end spending controls across the organization. Because final 2025–26 transaction data are not available until the close of the annual audit cycle, this amendment serves as a proactive compliance safeguard. Reallocating a portion of current capacity ensures legal appropriation compliance across major categories while the full savings from the spending freeze and furlough days materialize through the final June closing process.

100 - General Fund Adjustments

Requirement (i.e. Expense) Changes

- Increase Instruction appropriations to align with current spending projections.
- Increase Support Services appropriations to align with current spending projections.
- Decrease Enterprise and Community Services appropriations to align with current spending projections.

- Decrease Transfer of Funds appropriations to align with current spending projections.
- Decrease Contingency appropriations (technical transfer of current-year capacity).

200 - Special Revenue Fund Adjustments

Requirement (i.e. Expense) Changes

- Increase Facilities Acquisition & Construction appropriations to align with current spending projections.
- Decrease Enterprise & Community Services appropriations to align with current spending projections.

RELATED POLICIES/BEST PRACTICES

Oregon Local Budget Law (ORS 294.463): Authorizes the governing body to transfer appropriations between categories within a fund via resolution at a regularly scheduled public meeting.

PPS Board Reserve Funds Policy 8.10.025-P: Requires a Board resolution to approve fund transfers within the statutory 15% threshold for contingency reallocations.

ANALYSIS OF SITUATION

Oregon Local Budget Law prohibits districts from spending in excess of approved appropriation levels at the major function level. Passing this resolution proactively adjusts those ceilings to match actual operations, ensuring full regulatory compliance before the fiscal year concludes.

Should the Board choose not to pass this resolution, appropriation levels may be exceeded and potentially in violation of Oregon Local Budget Law.

FISCAL IMPACT

This resolution is a legal reallocation of existing capacity; it does not increase the net total expenditures of the overall budget or create new financial obligations.

ENGAGEMENT (IF APPLICABLE)

PPS Audit Committee Members were informed of the amendment via email on May 22, 2026.

TIMELINE FOR IMPLEMENTATION / EVALUATION

N/A

BOARD OPTIONS WITH ANALYSIS

1. Approve the Resolution (Recommended): The District will close out the 2025-26 fiscal year with all major function categories aligned to early indicator maximum spend thresholds to ensure compliance with state law.
2. Do Not Approve the Resolution: Final actual expenditures may exceed adopted category ceilings, resulting in a technical violation of Oregon Local Budget Law that would be noted in the annual independent audit.

STAFF RECOMMENDATION

Staff recommends that the Board pass the proposed resolution to amend the 2025-26 budget.

As Chief Financial Officer and PPS Leadership Member, I have reviewed this staff report.

MM (Initials)

ATTACHMENTS

- Resolution
- Attachment A - Adjustments to the 2025-26 Amended Budget



Michelle Morrison
Chief Financial Officer

Portland Public Schools
501 North Dixon Street • Portland, OR 97227
Phone: (503) 916-2000
www.pps.net

MEMORANDUM

Date: June 23, 2026
To: Portland Public Schools Board of Education
From: Michelle Morrison, Chief Financial Officer
CC: Superintendent Kimberlee Armstrong
Subject: 2026-27 PERS Reserve Transfer

BACKGROUND

On June 10, 2025, the Board adopted the 2025-26 (FY26) budget, which included a planned transfer of \$23,961,548 from the PERS Rate Stabilization Reserve Fund (Reserve Fund) to the General Fund. The transfer was incorporated to offset the cost of both the PERS rate charged to all PERS-eligible district payroll and the personnel benefits rate internally charged to cover annual PERS UAL debt service.¹

The Reserve Fund was established by the Board in 2003 and is governed by parameters adopted in Resolution 4471. That resolution sets conditions and calculation limits for transfers from the Reserve Fund to the General Fund. The resolution before the Board provides explicit authorization for the full transfer amount reflected in the FY26 adopted budget and approves a one-time exception to the calculation limitations in Resolution 4471.

FISCAL IMPACT

Approval of this resolution authorizes a one-time transfer of \$23,961,548 from the PERS Rate Stabilization Reserve Fund to the General Fund. This transfer was reflected in the FY26 adopted budget and does not represent a new or unplanned expenditure. The transfer offsets PERS-related costs in the General Fund and reduces the balance of the Reserve Fund accordingly.

¹ PERS UAL debt service is the payroll rate required to pay the principal and interest on the PERS Bonds

STAFF RECOMMENDATION

Staff recommends the Board approve the resolution authorizing the exception to the calculation limits tied to the June 30, 2011 PERS rates for a one-time transfer of \$23,961,548 from the PERS Rate Stabilization Reserve Fund to the General Fund as provided in the FY26 adopted budget. The calculations described in Resolution 4471 are reflective of the 2011 year and do not adequately reflect the transfer authorized by the 2025-26 Adopted Budget.

ATTACHMENTS

- A. Resolution Transfer from PERS Rate Stabilization Reserve Fund to General Fund
- B. Exhibit A — Resolution 4471 Parameters for Funding and Expenditure of Reserve Resources

RESOLUTION No. 7325

Transfer from PERS Rate Stabilization Reserve Fund to General Fund as Provided in FY26 Adopted PPS Budget

RECITALS

- A. In 2003, the PPS Board of Education (Board) created the PERS Rate Stabilization Reserve Fund (Reserve Fund) to account for the reserve needed to minimize large fluctuations in the PERS rate assessed against PPS salaries and wages, and to repay the PERS Unfunded Actuarial Liability (UAL) borrowing related to the District's participation on the Oregon School Boards Association Pension Obligation Bond Programs.
- B. In 2011, in Resolution 4471 (attached hereto as Exhibit A), the Board dedicated 0.11% of each Current Year Property Taxes to the Reserve Fund, without increasing overall property taxes, and adopted certain parameters for funding and expending resources of the Reserve Fund. That resolution specifically provided that Reserve Funds could be transferred to the General Fund under either of the following conditions:
- For the PERS rate that is charged to all PERS-eligible district payroll: Upon rate increases in the contractually required PERS charge, an amount may be transferred from the Reserve Fund to the General Fund, not to exceed the contractually required combined PERS rate increase (over the PERS contractually required rate in effect at June 30, 2011) times the PERS-eligible budgeted salary base for the ensuing period.
 - For the personnel benefits rate that is internally charged to pay annual PERS UAL debt service: Upon rate increases in the PERS UAL rate that are required to cover the current annual costs, an amount may be transferred from the Reserve Fund to the General Fund, not to exceed the calculated PERS UAL internal benefits fringe rate increase (over the calculated fringe benefits rate for the year ended June 30, 2011) times the PERS-eligible budgeted salary base for the ensuing period.
 -
 - The Board may elect to transfer the combined maximum amounts determined for the two aforementioned conditions, any lesser amounts, or none at all.
- C. The PPS adopted 2025-26 (FY26) budget provided that \$23,961,548 from the Reserve Fund would be transferred to the General Fund to offset the cost of both the PERS rate that is charged to all PERS-eligible District payroll and the personnel benefits rate that is internally charged to pay annual PERS UAL debt service. This amount is in excess of the combined amounts calculated under the 2011 Resolution 4471, which does not reflect current PPS PERS side account credit conditions.

RESOLUTION

As reflected in the FY26 Board-adopted budget, the Board will forgo the calculation limitations in Resolution 4471 and approve the one-time transfer of \$23,961,548 from the Reserve Fund to the General Fund. The transfer to the General Fund will partially offset the cost of both the PERS rate that is charged to all PERS-eligible district payroll and the personnel benefits rate that is internally charged to pay annual PERS UAL debt service.

RESOLUTION No. 4471

Redefine Fund 225 - PERS Rate Stabilization Reserve Fund to meet the requirements of Governmental Accounting Standards Board (GASB) Statement No. 54

RECITALS

- A. On June 16, 2003, by way of Resolution No. 2679, the Board created the PERS Rate Stabilization Reserve Fund under the then-existing Local Budget Law and Government Accounting Standards Board (GASB) requirements.
- B. The fund purposes have been to account for the reserve needed to minimize large fluctuations in the PERS rate assessed against PPS salaries and wages, and to repay the PERS Unfunded Actuarial Liability (UAL) borrowing relative to the District's participation on the Oregon School Boards Association Pension Obligation Bond Programs of October 31, 2002 and April 30, 2003.
- C. Initial fund resources were budgeted transfers from the General Fund. Expenditures, if needed, were budgeted as fund transfers back to the affected fund. Requirements in excess of needed expenditures have been budgeted as Unappropriated Fund Balance.
- D. GASB Statement 54 compliance will be required for the District financial reporting for its fiscal year end June 30, 2011. In response, the Board has adopted newly enacted fund type definitions and fund balance classifications that are specified in Governmental Accounting Standards Board Statement 54.
- E. Under the new requirements of GASB Statement 54, special revenue funds are to be used only for specific external revenue sources that are restricted or committed to expenditures for specified purposes other than debt service or capital projects.
- F. Under GASB Statement 54, a Committed fund balance, such as the ending fund balance in the PERS Rate Stabilization Fund, now relates to constraints imposed by the governing body upon itself through formal action of the Board, affecting both resources and requirements.
- G. Under GASB Statement 54, a Committed fund balance requires the District to identify specific, dedicated revenue source(s), of which fund transfers do not qualify. The resources must be identified as the primary resource, such as property taxes.
- H. Consultation with Government Finance Officers Association (GFOA), District external auditors and the Oregon Department of Education (ODE), has determined that dedication of an annual percentage of dollar amount of general property taxes for operations qualifies as a special revenue source necessary to ensure that the fund balance can be defined as Committed.
- I. The Board will dedicate 0.11% of Current Year Property Taxes to fund 225, without increasing overall property taxes.
- J. GASB Statement 54 further requires the District, through formal action, to identify parameters on the use of the special revenues. Such policy direction shall state who, how, and when, the authority to commit to use of the funds will be allowed.
- K. The Finance, Audit and Operations committee of the Board reviewed this resolution on June 21, 2011 and recommends approval to the Board.

RESOLUTION

In recognition of increasing PERS rates and changes in governmental accounting standards put forth in GASB Statement 54, the Board hereby implements the following changes to the PERS Rate Stabilization Reserve Fund, effective upon approval of this resolution:

1. The Board hereby establishes in Attachment A to this resolution the policy direction and parameters for funding and expending resources of the PERS Rate Stabilization Reserve Fund.
2. The Board resolves that funding for the PERS Rate Stabilization Reserve Fund will come from property taxes.
3. 0.11% of Current Year Property Taxes currently received in fund 101 will now be credited to Fund 225.
4. Fund balances currently in Special Revenue Fund 225, the PERS Rate Stabilization Fund, shall remain in the Special Revenue Fund.

N. Sullivan / M. Murray

Resolution 4471
Attachment A

Policy on the PERS Rate Stabilization Fund

The District has established a PERS Rate Stabilization Fund to mitigate and manage fluctuations to the rate assessed against PPS salaries and wages, and to repay the PERS Unfunded Actuarial Liability (UAL) borrowing relative to the District's participation on the Oregon School Boards Association Pension Obligation Bond Programs of October 31, 2002 and April 30, 2003.

FUND REVENUES

1. Resources will be dedicated General Fund property taxes in a minimum annual amount of 0.11% of the current year property taxes generated through property taxes for operations.
2. The Board shall allocate the annual amount as part of the annual budget development process.
3. The allocated current year property tax resources shall be budgeted in the PERS Rate Stabilization Fund.
4. Use of the resources must be authorized through formal Board resolution in adherence with federal and state law and in accordance with Governmental Accounting Standards Board (GASB) standards and in compliance with General Accepted Accounting Principles (GAAP).
5. The Board hereby dedicates 0.11% of Current Year Property Tax revenues, which are currently charged at the permanent rate of \$5.2781 per \$1 thousand of assessed value, will be recognized in the PERS Rate Stabilization Reserve Fund.
6. This dedication of property taxes will not increase the total property taxes received by the District
7. This 0.11% property tax revenue set aside will be applied to current year Multnomah, Clackamas and Washington Counties property taxes as recognized in Accounts (41111, 41112 and 41113), and current year property GAP taxes as recognized in Accounts (411311, 411312 and 411313). This resolution is effective in the current fiscal year ended June 30, 2011, and for future years, until otherwise enacted by the Board.

FUND EXPENDITURES

8. The Board resolves that in any given year funds may be withdrawn from the PERS Rate Stabilization Reserve Fund and transferred to the General Fund under either of the following conditions:
 - For the PERS rate that is charged to all PERS eligible district payroll: Upon rate increases in the contractually required PERS charge, an amount may be transferred from the PERS Rate Stabilization Reserve Fund to the General Fund, not to exceed the contractually required combined PERS rate increase (over the PERS contractually required rate in effect at June 30, 2011) times the PERS eligible budgeted salary base for the ensuing period.
 - For the personnel benefits rate that is internally charged to pay annual PERS UAL debt service: Upon rate increases in the PERS UAL rate that are required to cover the current annual costs, an amount may be transferred from the PERS Rate Stabilization Reserve Fund to the General Fund, not to exceed the calculated PERS UAL internal benefits fringe rate increase (over the calculated fringe benefits rate for the year ended June 30, 2011) times the PERS eligible budgeted salary base for ensuing the period.
 - The Board may elect to transfer the combined maximum amounts determined for the two aforementioned conditions, any lesser amounts, or none at all.

N. Sullivan /C.A. Kirby

RESOLUTION NO. 7326

Impose Taxes and Adoption of the 2026-27 Budget for School District No. 1J, Multnomah County, Oregon

RECITALS

- A. Oregon Local Budget Law, Oregon Revised Statute (ORS) 294.428 requires that each legal jurisdiction's Budget Committee approves a budget and specifies the *ad valorem* property tax amount or rate for all funds.
- B. The Board of Education (Board) serves as the Budget Committee for the school district. The Board appointed a Community Budget Review Committee (CBRC) to review the Proposed Budget and current year expenditures of the existing Local Option Levy. The CBRC acts in an advisory capacity to the Board.
- C. On May 13, 2026 the Board held a public comment session on the Proposed Budget.
- D. On May 26, 2026, by way of Resolution No.7308, and under the provisions of Oregon Local Budget Law (ORS Chapter 294), the Budget Committee for School District No. 1J, Multnomah County, Oregon ("District"), approved the 2026-27 budget, tax for Bonded Debt Levy and tax rates.
- E. Oregon Budget Law, ORS 294.431, requires submission of the budget document to the Tax Supervising Commission (TSCC) by May 15 of each year. ORS 294.431 allows taxing jurisdictions to request an extension of the submission date. Portland Public Schools ("PPS") applied for, and was granted an extension to this deadline, and submitted the PPS budget to TSCC as required.
- F. The TSCC held a public hearing on the Approved Budget on June 23, 2026.
- G. ORS 457.445 (6) (d) provides the opportunity for a school district to be excluded from urban renewal division of tax calculations with a statutory rate limit on July 1, 2003 that is greater than \$4.50 per \$1,000 of assessed value. To the extent that the rate limit was increased under section 11 (5) (d), Article XI, of the Oregon Constitution, property tax revenue from said increase is excluded from local revenues. The District will notify the county assessors of the rate to be excluded for the current fiscal year no later than July 15.
- H. Portland Public Schools has a statutory rate limit that is in excess of the \$4.50 limitation that includes an increase under section 11 (5)(d), Article XI, of the Oregon Constitution.

RESOLUTION

- 1. The Board of Directors of School District 1J, Multnomah County, Oregon, hereby adopts the budget for fiscal year 2026-27 in the total amount of \$2,768,590,878. This budget is on file at Portland Public Schools central office, 501 N Dixon St, Portland, Oregon 97227.
- 2. The Board of Directors of School District 1J, Multnomah County, Oregon, hereby appropriates for the fiscal year beginning July 1, 2026, the amounts summarized by fund and function in Attachment A for the fiscal year 2026-27.

3. The Board resolves that the District hereby imposes the taxes provided for in the adopted budget and that these taxes are hereby imposed and categorized for purposes of Article XI, section 11 (b), for tax year 2026-27 upon the assessed value of all taxable property in the District, as follows:

Type	Education Limitation	Excluded from Limitation
Permanent Rate Tax Levy	\$5.2781/\$1,000 of assessed valuation	
Local Option Rate tax Levy	\$1.9900/\$1,000 of assessed valuation	
Bonded Debt Levy		\$184,250,000

4. The Board further resolves that \$0.5038 per \$1,000 of taxable assessed value is excluded from the division of tax calculations, as the Permanent Rate Tax Levy attributable to the increase provided in section 11 (5)(d), Article XI, of the Oregon Constitution (such increase is a result of the expiring Gap Tax Levy). The District will notify the county assessors that, for the 2026-27 fiscal year, \$0.5038 of the District's permanent tax rate levy is to be excluded from the urban division of tax calculations under the provisions of ORS 457.445 (6) (d).

Attachment A
Portland Public Schools
Adjustments to the 2026-27 Approved Budget
June 23, 2026

	Approved Budget	Adjustment	Recommended Adopted Budget
100 - General Funds			
Resources			
Beginning Fund Balance	41,000,000	-	41,000,000
Local Property and Other Taxes	358,223,285	-	358,223,285
Local Option Taxes	103,938,000	-	103,938,000
Other Local Sources	28,701,056	-	28,701,056
County and Intermediate Sources	9,791,000	-	9,791,000
State Sources	317,100,000	-	317,100,000
Federal Sources	415,000	-	415,000
Interfund Transfers	393,716	-	393,716
Other	2,550,000	-	2,550,000
Total	862,112,056	0	862,112,056
Requirements			
Instruction	458,887,971	-	458,887,971
Support Services	345,021,368	-	345,021,368
Enterprise and Community Svcs	2,391,114	-	2,391,114
Debt Service	1,000	-	1,000
Transfers of Funds	14,755,000	-	14,755,000
Contingency	41,055,603	-	41,055,603
Total	862,112,056	0	862,112,056
200 - Special Revenue Funds			
Resources			
Beginning Fund Balance	23,223,782	-	23,223,782
Property and Other Taxes	393,716	-	393,716
Other Revenue from Local Sources	21,405,562	-	21,405,562
Intermediate Sources	15,895,167	-	15,895,167
State Sources	100,299,777	-	100,299,777
Federal Sources	62,662,681	-	62,662,681
Interfund Transfers	55,000	-	55,000
All Other Resources	-	-	-
Total	223,935,685	0	223,935,685
Requirements			
Instruction	96,244,503	-	96,244,503
Support Services	85,490,922	-	85,490,922
Enterprise and Community Svcs	29,550,380	-	29,550,380
Facilities Acquisition and Construction	12,256,164	-	12,256,164
Transfer of Funds	393,716	-	393,716
Contingency	-	-	-
Unappropriated Ending Fund Balance	-	-	-
Total	223,935,685	0	223,935,685

300 - Debt Service Funds

Resources

Beginning Fund Balance	3,000,000	-	3,000,000
Property and Other Taxes	174,944,669	-	174,944,669
Other Revenue from Local Sources	100,313,225	-	100,313,225
Interfund Transfers	618,253	-	618,253
Total	278,876,147	0	278,876,147

Requirements

Debt Service	278,876,147	-	278,876,147
Contingency	-	-	-
Unappropriated Ending Fund Balance	-	-	-
Total	278,876,147	0	278,876,147

400 - Capital Projects Funds

Resources

Beginning Fund Balance	1,349,309,883	-	1,349,309,883
Other Revenue from Local Sources	32,689,927	-	32,689,927
Intermediate Sources	-	-	-
State Sources	508,013	-	508,013
Bond Proceeds & Premiums	-	-	-
Interfund Transfers	-	-	-
All Other Resources	-	-	-
Total	1,382,507,823	0	1,382,507,823

Requirements

Support Services	1,501,462	-	1,501,462
Enterprise and Community Svcs	-	-	-
Facilities Acquisition and Construction	1,380,387,643	-	1,380,387,643
Debt Service	-	-	-
Transfers of Funds	618,718	-	618,718
Total	1,382,507,823	0	1,382,507,823

600 - Internal Service Funds

Resources

Beginning Fund Balance	2,300,000	-	2,300,000
Other Revenue from Local Sources	4,159,167	-	4,159,167
Transfers of Funds	14,700,000	-	14,700,000
Total	21,159,167	0	21,159,167

Requirements

Support Services	21,159,167	-	21,159,167
Contingency	-	-	-
Total	21,159,167	0	21,159,167

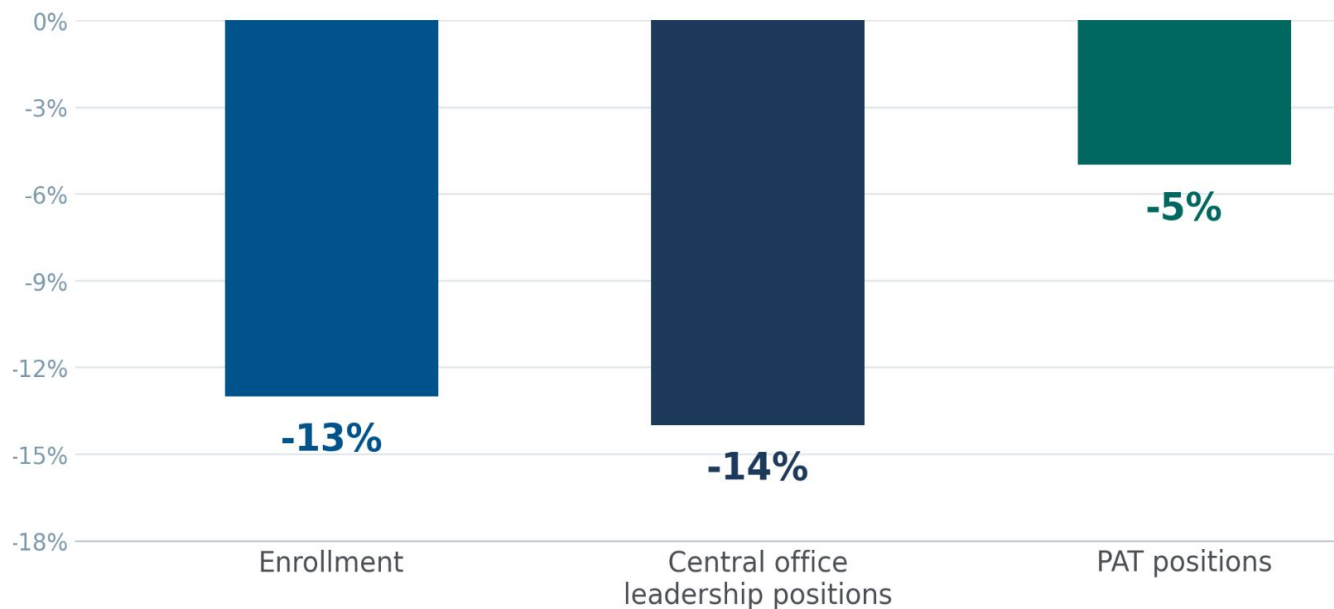
All Funds Total

2,768,590,878	0	2,768,590,878
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Reductions Have Been Intentionally Proportional

2018-19 through 2026-27

Percent change



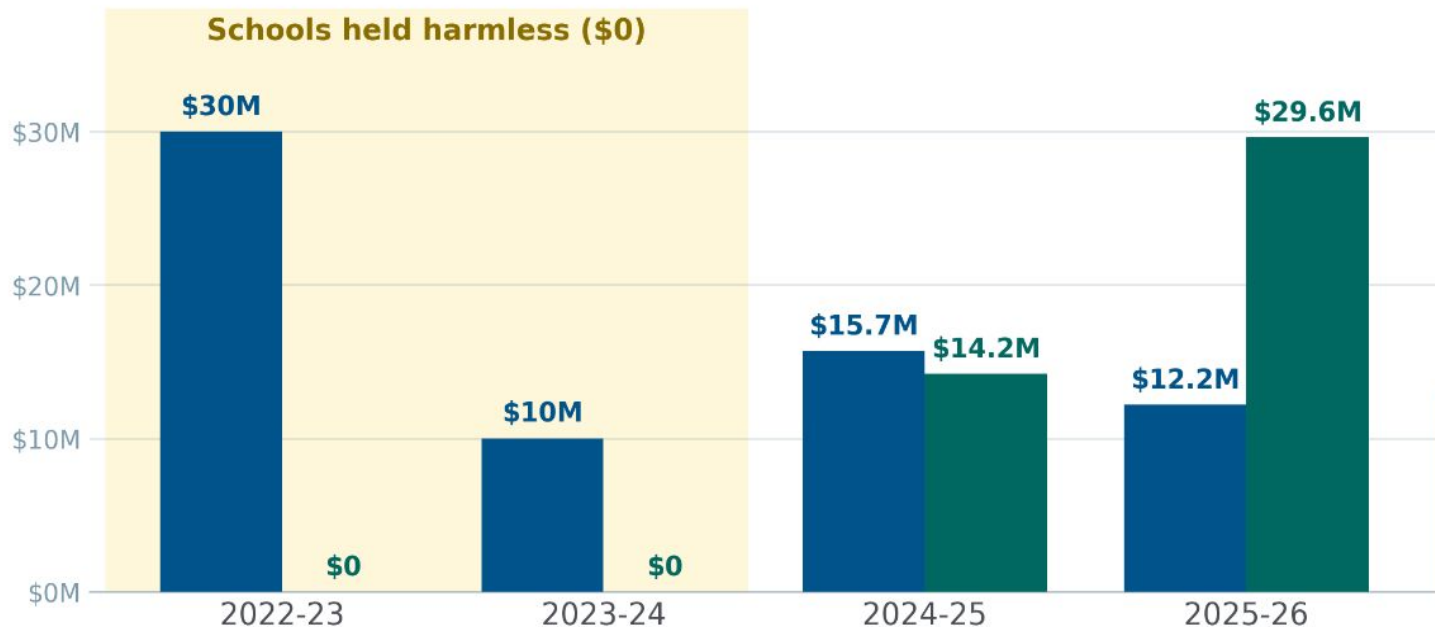
What This Shows:

When enrollment declined 13%, the district deliberately held teacher reductions to only 5% while reducing central office leadership (Program Admin and above) by 14%.

This two-decade strategic choice prioritized classrooms. We have now reached the structural limit of this approach.

Central Office took the first and largest budget reductions before schools were impacted

■ Central office cuts ■ School-based budget cuts



What This Shows:

For two years, schools were held harmless while the central office absorbed reductions. Only after years of structural deficit pressure did reductions begin reaching schools.

Cumulative Reductions: Central Office \$67.9M | Schools \$43.8M

Service Area Change from 2025-26 Adopted to 2026-27 Proposed

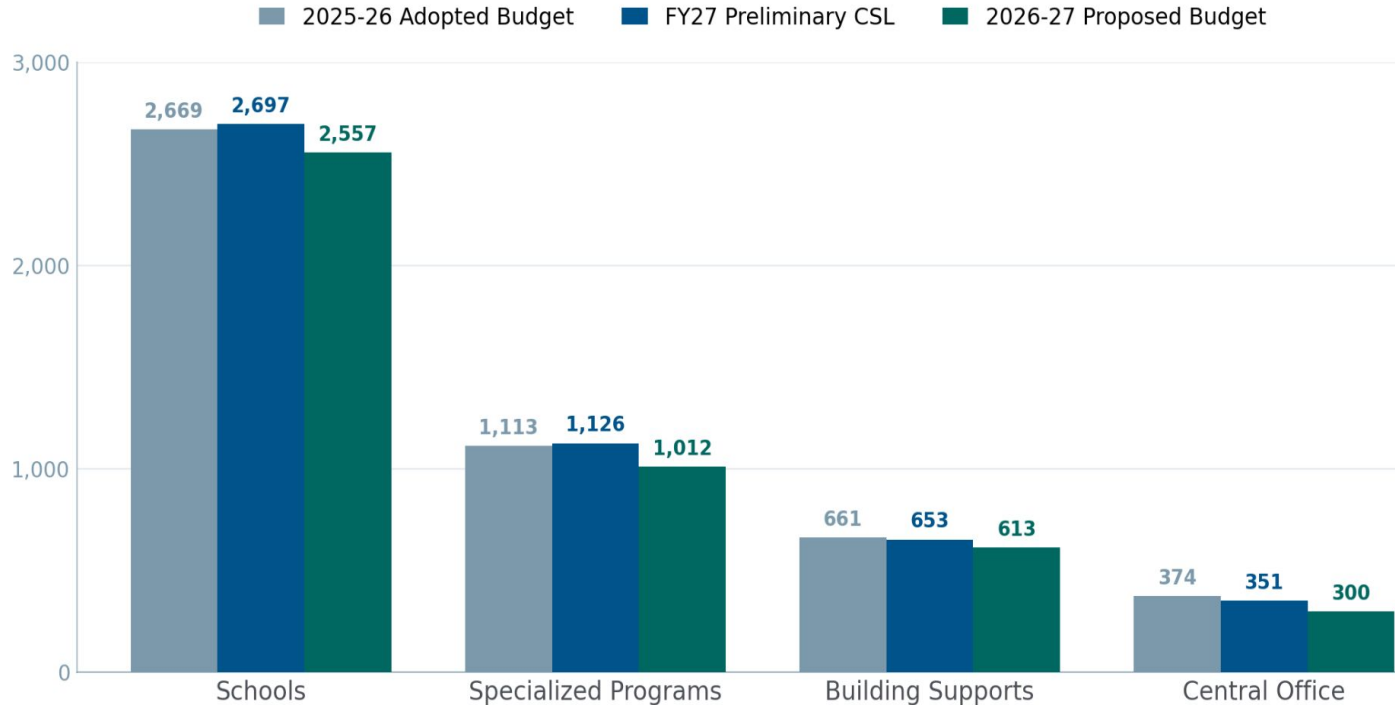
General Fund

Cost Center Area	FY26 Adopted Budget	FY27 Preliminary CSL*	Gap Closing Reductions	FY27 Proposed Budget
Building Supports	123,320,777	125,113,550	3,376,040	128,489,590
Central Office	88,936,591	89,474,106	-13,176,170	76,297,936
Schools	431,774,055	459,314,235	-20,469,284	438,844,951
Specialized Programs	166,525,728	172,989,450	-14,564,944	158,424,506
Transfers, Vacancy Savings, & Contingency	38,252,612	51,714,508	-10,636,943	41,077,565
Charter Schools Distribution	19,770,508	19,792,227	-814,719	18,977,508
Totals	868,580,271	918,398,076	-56,286,020	862,112,056

* CSL - Current Service Level represents the future cost of current service level activities and captures future rising costs

FTE Changes

General Fund

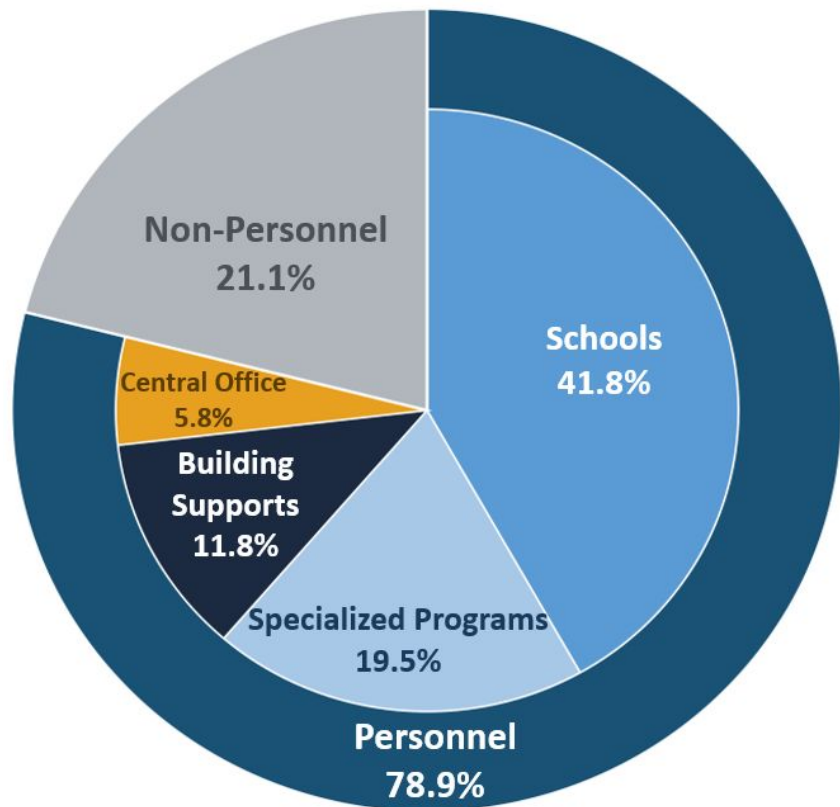


What This Shows:

- Total General Fund 4,481 FTE
- 7% Decrease from Current Service Level
- Central Office 15% Decrease
- Specialized Programs 10% Decrease
- Building Supports 6% Decrease
- Schools 5% Decrease

* CSL - Current Service Level represents the future cost of current service level activities

Most District Dollars Reach Schools



What This Shows:

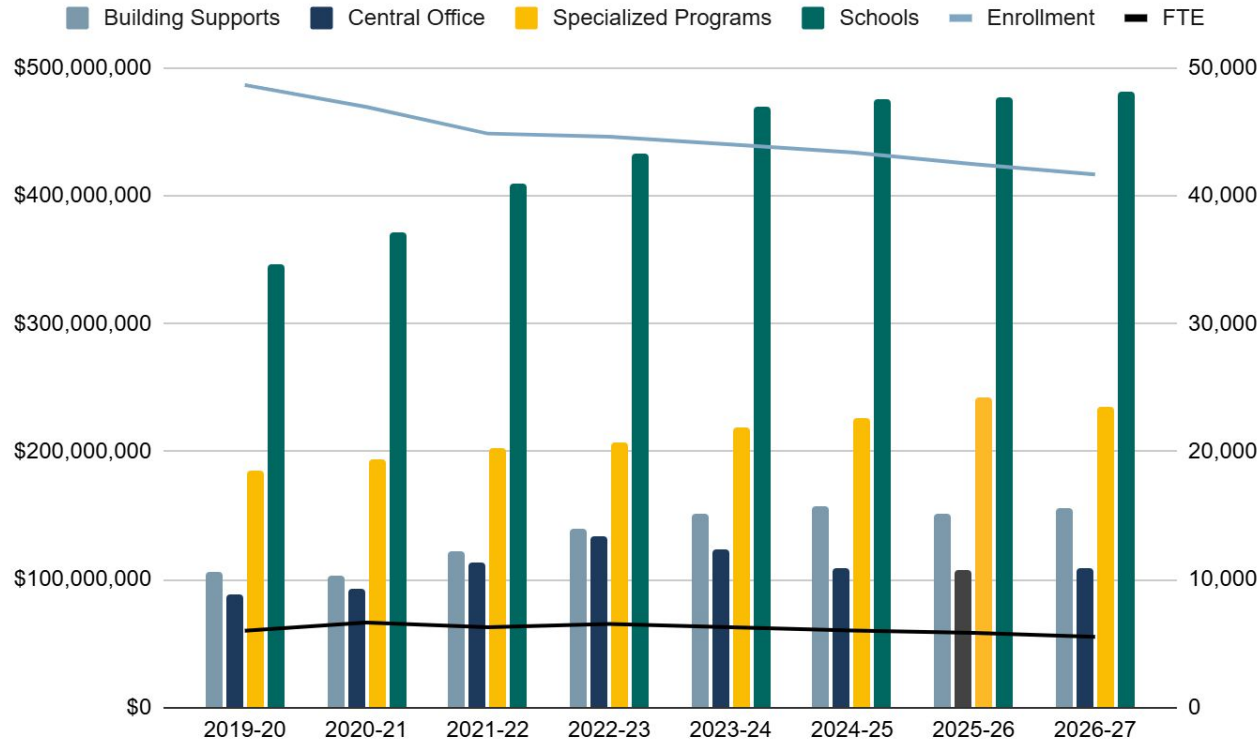
Budget composition by personnel category. Central office accounts for just 5.8% of the budget. Nearly 8 of every 10 dollars pay the people who work directly in schools and with students.

79% of spending goes to people, and the vast majority of those people (~ 70%) work in schools, teaching, feeding, transporting, and supporting students.

National benchmark: It typically takes 5–8% of a district's budget to run central office. PPS is at 5.8% — the low end of that range.

Source: AASA & NCES

Increased Spend and Decreased Enrollment



What This Shows: Focusing on General Fund and Special Revenue Fund spend, most areas of spend have increased while enrollment has decreased, although Central Office spending trended down starting in 2022-23. Staffing costs are increasing even as FTE is decreasing.

The Central Office Roles

- Central office positions represent the Board's investment in school support to achieve the Board's priorities.
- Central office teams develop instructional resources, provide professional learning, support continuous improvement efforts, and implement strategies to accelerate student achievement.
- Many positions support students receiving special education services, interventions, multilingual learners, and other supports.
- These teams advance equity and meet legal obligations by ensuring compliance with state and federal requirements.
- Changes to these positions affect the district's capacity to support schools, build educator effectiveness, monitor student outcomes, and achieve the Board's adopted goals.

In District and Out of District Travel

- Over 95% of “In District Travel” expenses are for Special Education staff, IT technicians, and student service workers, and other support staff who are driving between our campus buildings to deliver direct support to kids.
- “Out of District Travel” is distributed across departments and includes the Superintendent and School Board. This discretionary area has been restricted during the spending freeze.
- During non-restricted spending periods, “Out of District” funds provide professional development and networking opportunities for recruitment, legal updates, certification, compliance training, student transportation for athletics, and safety training.

Contract Services Increase

- The increase to contract costs are in the Capital Project funds as we begin 3 high school modernization projects and other bond projects.
- There are also significant increases in the general fund to student transportation and other property services- areas that were under budgeted in 2025-26.
- Some services are either itinerant or require specialized training, equipment and warranty.
- Budget holders continue to evaluate contract services as they are invoiced and paid to ensure best value.

Purchased Services by Major Fund (in thousands)

Major Fund	2025-26 Adopted	2026-27 Approved	\$ Change	% Change	Notes
100- General Fund	\$104,835	\$110,672	\$5,837	5.6%	Student transportation providers, utilities, technical support
200- Special Revenue	\$43,821	\$53,595	\$9,774	22.3%	Student transportation, community partners
300- Debt Service	\$0	\$0	\$0	None	No Services
400- Capital Projects (Bond)	\$120,707	\$272,150	\$151,443	125.5%	Modernizations and other facilities improvements
600- Internal Services	\$557	\$557	\$0	0.0%	Liability Insurance
Total	\$269,919	\$436,973	\$167,054	61.9%	



Michelle Morrison
Chief Financial Officer

Portland Public Schools
501 North Dixon Street • Portland, OR 97227
Phone: (503) 916-2000
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MEMORANDUM

Date: June 23, 2026
To: Portland Public Schools Board of Education
From: Michelle Morrison, Chief Financial Officer
CC: Superintendent Kimberlee Armstrong
Subject: 2026-27 Adopted Budget

BACKGROUND

On June 23, 2026, the Board is scheduled to vote to adopt a budget for Portland Public Schools for the 2026-27 fiscal year. The recommended resolution is attached. The Summary of Adjustments to 2026-27 Adopted Budget (Attachment A - Schedule of Appropriations) reflects no planned changes.

Please note that the resolution sets the upper limits of appropriations for spending and that there will be modifications to activities throughout the year. The information has been presented as a guideline based on the most current information available regarding resources and requirements.

CHANGES FROM THE PROPOSED / APPROVED BUDGET

The Adopted Budget is unchanged from the Proposed and Approved Budget; all funds have the same resources and requirements as presented in the Proposed and Approved Budget.

RELATED POLICIES / BEST PRACTICES

ORS 294.456 requires the governing body to appropriate spending authority before staff can spend any resources in a fiscal year. The same statute stipulates for governments organized by function, the governing body must appropriate resources by fund and function, as presented in the attached resolution.

Furthermore, per budget law (ORS 294.456), the governing body can make minor changes to the approved budget after the TSCC hearing but before adoption within certain parameters.

ANALYSIS OF SITUATION

The Board may choose to adopt the budget as presented, adopt it with revisions, or not adopt it. However, the current spending authority ends on June 30, 2026. If a budget is not adopted by June 30, 2026, the District would need to cease operations, not pay its employees and not meet any other financial obligations, until the Board adopts a budget.

ORS 294.100 indicates that officials who authorize spending without an adopted budget on or after July 1 (of the new fiscal year), can be held personally liable for repayment of monies spent. Nonetheless, after the Board adopts the budget, Oregon Local Budget Law, ORS 294.471, allows budget changes after adoption under prescribed guidelines.

FISCAL IMPACT

No further impacts beyond those identified in section, "Analysis of Situation."

TIMELINE FOR IMPLEMENTATION / EVALUATION

If adopted, the appropriations will be uploaded into the District's financial system on or before July 1, 2026.

BOARD OPTIONS WITH ANALYSIS

No further analysis beyond section III, "Analysis of Situation."

STAFF RECOMMENDATION

Staff recommends the passage of the board resolution to adopt the 2026-27 budget, make appropriations, and impose taxes as presented in the attached resolution.

ATTACHMENTS



Michelle Morrison
Chief Financial Officer

Portland Public Schools
501 North Dixon Street • Portland, OR 97227
Phone: (503) 916-2000
www.pps.net

-
- A. Summary of Adjustments to 2026-27 Approved Budget (Schedule of Appropriations)
 - B. 2026-27 Adopted Budget Resolution

Budget Amendment No. ____

**Removal of Discretionary Travel
Submitted by Director La Forte**

I move to amend the FY 2026-27 Proposed Budget to implement a one-year freeze on discretionary travel for the Board of Education and Portland Public Schools (PPS) Leadership, as defined in the attached Proposed 2026-27 PPS Leadership Organization Chart. Please remove all travel expenditures that are not legally required, grant-funded, or fully reimbursed by an external funding source.

The resulting budget savings shall be reallocated to classroom-based FTE positions.

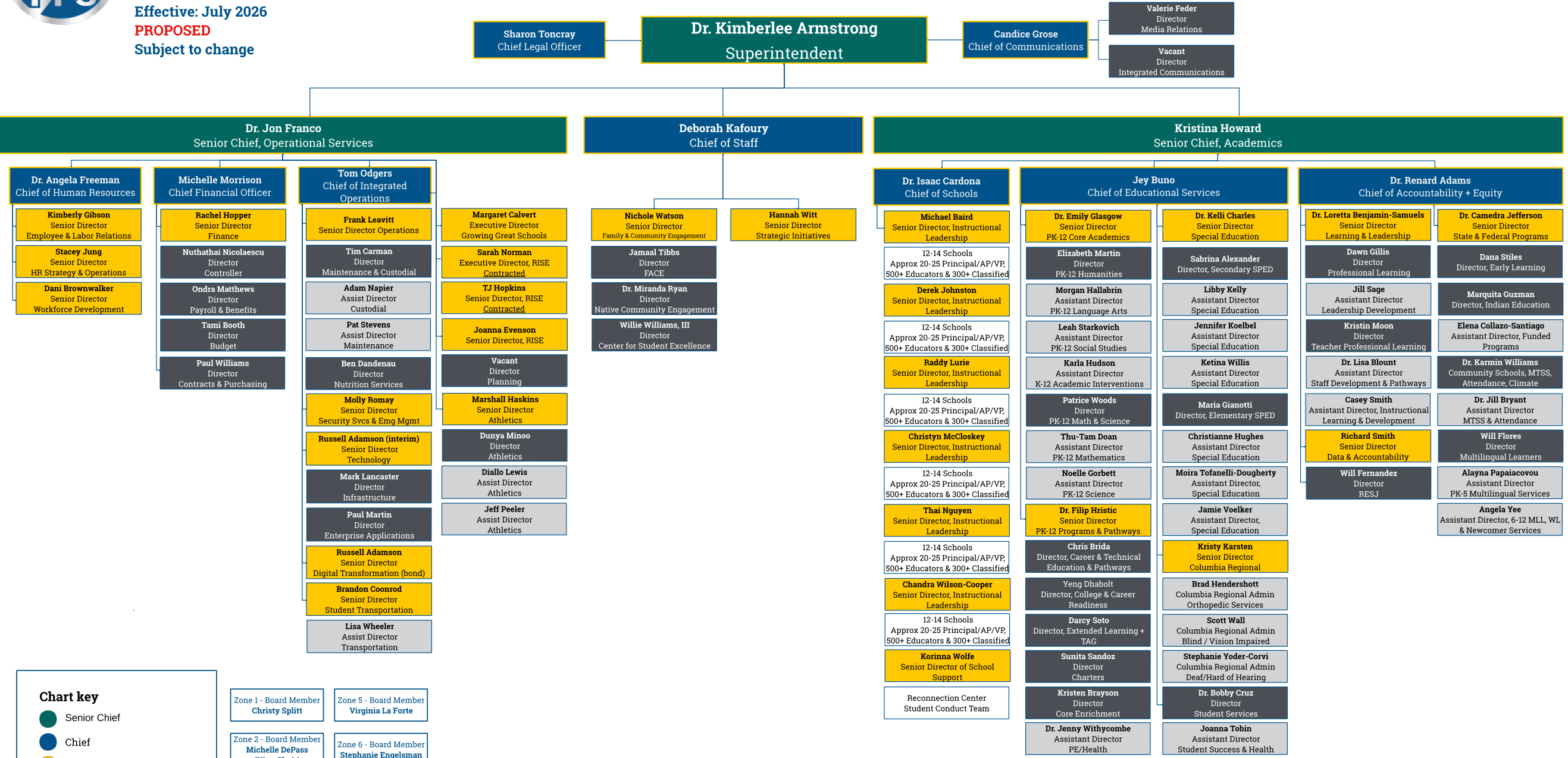


Chart key

- Senior Chief
- Chief
- Senior/Executive Director
- Director
- Licensed Admin
- Board Members

Zone 1 - Board Member Christy Splitt	Zone 5 - Board Member Virginia La Forte
Zone 2 - Board Member Michelle DePass (Vice-Chair)	Zone 6 - Board Member Stephanie Engelsman
Zone 3 - Board Member Patte Sullivan	Zone 7 - Board Member Eddie Wang (Chair)
Zone 4 - Board Member Rashelle Chase-Miller	Student Representative TBA

Budget Amendment No. ____

Restoration of Office of Internal Performance Auditor Funding

I move to amend the FY 2026-27 Proposed Budget to restore funding for the Office of Internal Performance Auditor within the Board of Education budget sufficient to maintain the Office at its FY 2025-26 staffing and operational level.

Funds restored through this amendment shall be dedicated exclusively to the Office of Internal Performance Auditor and shall not be reallocated without prior approval of the Board of Education. Further, no other modifications to the Board of Education budget shall be implemented without the Board of Education's prior approval.

DRAFT

Resolution No. _____

Establishing a Temporary Pause on the Use and Expansion of Generative Artificial Intelligence Systems
Pending Development of Board-Approved Policy and Oversight Framework

RECITALS

- A. WHEREAS, Portland Public Schools (“PPS”) has not yet drafted and adopted a Board Policy governing the use and approval of generative artificial intelligence (“GenAI”);
- B. WHEREAS, GenAI technologies present significant risks related to academic integrity, intellectual property, data privacy, and compliance with federal and state law; and
- C. WHEREAS, PPS has a responsibility to protect personally identifiable student data, employee data, and other confidential information; and
- D. WHEREAS, the Board finds that a deliberate and transparent review process is necessary before the PPS expands use of GenAI technologies or enters into additional contractual commitments related to such technologies.

RESOLUTION:

The Board directs the Superintendent to:

- 1) Pause the execution of any new contracts, contract amendments, subscriptions, pilot programs, software licenses, or procurement actions primarily related to GenAI technologies;
- 2) Pause the expansion of existing GenAI technology implementations beyond their current scope of work;
- 3) Prepare an inventory of existing student-facing GenAI technology implementations for review by the Board;
- 4) Work to amend all existing educational technology contracts and data-sharing agreements to prohibit third-party vendors from collecting or sharing personally identifiable student data unless expressly required by law.
- 5) Provide, within 90 days of adoption of this Resolution, a comprehensive districtwide assessment of all AI systems, contracts, expenditures, pilot programs, data-sharing agreements, risk mitigation measures, and educational impacts; that includes, at a minimum:
 - a) An inventory of all GenAI tools, platforms, software products, pilots, and services currently utilized throughout PPS;
 - b) All associated contracts, costs, funding sources, and renewal dates;
 - c) A description of all student, employee, and PPS data shared with associated vendors;
 - d) Recommendations regarding future implementation, limitations, or expansion of GenAI technologies within PPS.

This pause shall not apply to cybersecurity, accessibility, or software maintenance functions that do not materially expand GenAI capabilities and/or are not student-interactive.

Due to significant public interest, future GenAI-related contracts shall require Board authorization, regardless of the Board approval threshold.

The Board affirms that decisions regarding PPS adoption of GenAI technologies should be made through a transparent public process that prioritizes student outcomes, data privacy, and educational effectiveness.

Resolution No. _____

Establishing a Temporary Pause on the Use and Expansion of Generative Artificial Intelligence Systems
Pending Development of Board-Approved Policy and Oversight Framework

RECITALS

- A. WHEREAS, Portland Public Schools (“PPS”) has not yet drafted and adopted a Board Policy governing the use and approval of generative artificial intelligence (“GenAI”);
- B. WHEREAS, GenAI technologies present significant risks related to academic integrity, intellectual property, data privacy, and compliance with federal and state law; and
- C. WHEREAS, PPS has a responsibility to protect personally identifiable student data, employee data, and other confidential information; and
- D. WHEREAS, the Board finds that a deliberate and transparent review process is necessary before the PPS expands use of GenAI technologies or enters into additional contractual commitments related to such technologies.

RESOLUTION:

For purposes of this Resolution, the following definitions apply:

Generative AI: Artificial Intelligence systems, software, and tools that generate text, code, images, audio, video, or other content in response to prompts or other use input. Example: Lumi AI (students input text and the software creates images based on student text input).

Agentic (non-generative) AI: Software and tools with Autonomous AI systems that do not just provide information, but can orchestrate multi-step actions and execute tasks on a user's behalf. Example: Synergy (uses information uploaded or entered into the software to create reports).

The Board directs the Superintendent to:

- 1) Pause the execution of any new contracts, contract amendments, subscriptions, pilot programs, software licenses, or procurement actions primarily related to GenAI technologies;
- 2) Pause the expansion of existing GenAI technology implementations beyond their current scope of work;
- 3) Prepare an inventory of existing student-facing GenAI technology implementations for the Board.
- 4) Work to amend all existing educational technology contracts and data-sharing agreements to prohibit third-party vendors from collecting or sharing personally identifiable student data unless expressly required by law.
- 5) Provide, within 90 days of adoption of this Resolution, a comprehensive districtwide assessment of all AI

systems, contracts, expenditures, pilot programs, data-sharing agreements, risk mitigation measures, and educational impacts; that includes, at a minimum:

- a) An inventory of all GenAI tools, platforms, software products, pilots, and services currently utilized throughout PPS;
- b) All associated contracts, costs, funding sources, and renewal dates;
- c) A description of all student, employee, and PPS data shared with associated vendors;
- d) Recommendations regarding future implementation, limitations, or expansion of GenAI technologies within PPS.

This pause shall not apply to cybersecurity, accessibility, or software maintenance functions that do not materially expand GenAI capabilities and/or are not student-interactive.

Due to significant public interest, future GenAI-related contracts shall require Board authorization, regardless of the Board approval threshold.

The Board affirms that decisions regarding PPS adoption of GenAI technologies should be made through a transparent public process that prioritizes student outcomes, data privacy, and educational effectiveness.

Resolution No. ____

Budget Amendment (Engelsman)

RECITALS

- A. WHEREAS, Portland Public Schools (PPS) is committed to student success and equitable access to ensure every student can reach their full potential; and
- B. WHEREAS, the Board of Education has established specific priorities of 3rd Grade Reading, 5th Grade Math, 8th Grade Readiness and High School Graduation; and
- C. WHEREAS, PPS is committed to providing rigorous, high-quality academic learning experiences that are inclusive and joyful, while disrupting racial inequities to create vibrant environments for every student to demonstrate excellence; and
- D. WHEREAS, PPS is committed to providing safe, welcoming and healthy learning environments that are conducive to student success and well-being; and
- E. WHEREAS, PPS is committed to well-resourced sustainable schools so that every PPS student has equitable access to a robust and high-quality educational experience.

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED, the Board of Education directs the Superintendent to reinstate funding (\$13,120,000) for staffing in schools in student facing positions.

RESOLUTION No. 7327

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
Oregon Restoration Co.	6/24/2026 Through 12/31/2026	Construction C 97967	Capitol Hill Flooring Repairs Invitation to Bid 2026-022	\$276,140	J. Franco Fund: 456 Dept: 5511	No
Point Monitor Corporation	6/24/2026 Through 6/30/2027	Construction C 98027	Multi-site fire alarm upgrades – Group 4 East Invitation to Bid 2026-010	\$1,888,300	T. Odgers Fund: 456 Dept: 5511	No
Point Monitor Corporation	6/24/2026 Through 8/30/2027	Construction C 98028	Multi-site fire alarm upgrades – Group 5 West Invitation to Bid 2026-014	\$1,885,600	T. Odgers Fund: 456 Dept: 5511	No
Schetky Northwest Sales	6/24/2026	Purchase Order PO 263054	New Thomas Built Bus Cooperative Agreement COA-96828	\$322,854.39	J. Franco Fund: 101, 299 Dept: 5560	No
College Board	5/4/2026 Through 5/29/2026	Purchase Order PO 263138	Advanced Placement (AP) Examination Fees Special Class Procurement – Copyrighted Materials and Creative Works PPS-47-0288(4)	\$401,145	R. Adams Fund: 299 Dept: 5439	No

*A Certified Business is a for-profit business certified as a Minority-Owned Businesses (MBE), Women-Owned Businesses (WBE), Emerging Small Businesses (ESB), and/or Service-Disabled Veteran Businesses (SDV) by the State of Oregon Certification Office for Business Inclusion and Diversity.

NEW COOPERATIVE PURCHASING AGREEMENTS

No New Cooperative Purchasing Agreements

NEW INTERGOVERNMENTAL AGREEMENTS ("IGAs")

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Administrator, Funding Source
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Portland Community College	7/1/2026 Through 6/30/2027 Options to renew for four additional one-year terms through 6/30/2031	Intergovernmental Agreement IGA 97979	Provide Alternative Education Services to District students. Request for Proposals 2025-040	Original Term: \$3,003,362 Total through all renewals: \$17,312,377	I. Cardona Fund: 101 Dept: 5485
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AMENDMENTS TO EXISTING CONTRACTS

Contractor	Amendment Term	Contract Type	Description of Services	Amendment Amount; New Contract Amount	Responsible Administrator, Funding Source	Certified Business
Radler, White, Parks & Alexander, LLP	6/24/2026 Through 6/30/2027	Legal Services LS 94432 Amendment 3	Amendment 3 adds funds for continuation of services of outside legal counsel with special expertise. Direct Negotiation - Legal Services PPS-46-0525(13)	\$100,000 \$245,000	S. Toncray Fund: 101 Dept: 5460	WBE
Sunburst Workforce Advisors, LLC	7/1/2026 Through 6/30/2027	Personal Services PS 96694 Amendment 2	Amendment 2 adds funds to extend contract for another year for itinerant staff coverage as needed. Direct Negotiation – Interim or Temporary Staffing PPS-46-0525(11)	\$415,502 \$1,144,142	J. Buno Fund: 101 Dept: 5414	No

RESOLUTION No. 7328

Adoption of the Minutes

The Following Minutes are offered for Adoption:

- April 28, 2026

RESOLUTION No. 7332

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
Teachers Curriculum Institute	6/24/2026 Through 6/30/2032	Digital Resources DR 98024	Student notebook subscription of TCI's HA! for grades 6-8 Special Class Procurement – Copyrighted Materials and Creative Works PPS-47-0288(4)	\$604,389.12	K. Howard Fund: 191 Dept: 5445	No

*A Certified Business is a for-profit business certified as a Minority-Owned Businesses (MBE), Women-Owned Businesses (WBE), Emerging Small Businesses (ESB), and/or Service-Disabled Veteran Businesses (SDV) by the State of Oregon Certification Office for Business Inclusion and Diversity.

RESOLUTION No. 7333

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
Vanderhouwe n & Associates	7/1/2026 Through 6/30/2027	Personal Services PS 98031	Temporary Staffing for Information Technology (IT) Direct Negotiation – Ongoing, long-term relationship PPS 46-0525(3)	\$600,000	T. Odgers Funding Source Varies	No

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RESOLUTION No. 7224

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
Teachers Curriculum Institute	6/24/2026 Through 6/30/2032	Digital Resources DR 98040	Grades 6-12 Social Studies adoption Special Class Procurement – Copyrighted Materials and Creative Works PPS-47-0288(4)	\$1,865,332.94	K. Howard Fund: 459 Dept: 5445	No

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RESOLUTION No. 7335

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
Cengage Learning	6/30/2026 Through 6/30/2032	Digital Resources DR 98042	Digital access and hardcover textbooks to Explorer for High School US History, World History, Government. Special Class Procurement – Copyrighted Materials and Creative Works PPS-47-0288(4)	\$1,878,024.13	K. Howard Fund: 459 Dept: 5445	No

*A Certified Business is a for-profit business certified as a Minority-Owned Businesses (MBE), Women-Owned Businesses (WBE), Emerging Small Businesses (ESB), and/or Service-Disabled Veteran Businesses (SDV) by the State of Oregon Certification Office for Business Inclusion and Diversity.

RESOLUTION No. 7336

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools (“District”) Public Contracting Rules PPS-45-0200 (“Authority to Approve District Contracts; Delegation of Authority to Superintendent”) requires the Board of Education (“Board”) enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

IT Motives	7/1/2026 Through 6/30/2027	Personal Services PS 98035	Temporary Staffing for Information Technology (IT) Direct Negotiation – Ongoing, long-term relationship PPS 46-0525(3)	\$600,000	T. Odgers Funding Source Varies	MBE
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RESOLUTION No. 7337

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Admin, Funding Source	Certified Business
AP Professionals of Phoenix	7/1/2026 Through 6/30/2027	Personal Services PS 98041	Temporary Staffing for Information Technology (IT) Direct Negotiation – Ongoing, long-term relationship PPS 46-0525(3)	\$300,000	T. Odgers Funding Source Varies	No

*A Certified Business is a for-profit business certified as a Minority-Owned Businesses (MBE), Women-Owned Businesses (WBE), Emerging Small Businesses (ESB), and/or Service-Disabled Veteran Businesses (SDV) by the State of Oregon Certification Office for Business Inclusion and Diversity.

RESOLUTION No. 7338

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the authorized signer per the Purchasing and Contracting Delegation of Authority Administrative Directive (8.50.105-AD) to enter into the following agreements.

AMENDMENTS TO EXISTING CONTRACTS

Contractor	Amendment Term	Contract Type	Description of Services	Amendment Amount; New Contract Amount	Responsible Administrator, Funding Source	Certified Business
PowerSchool Group LLC	6/24/2026 Through 6/30/2027	Digital Resources DR 93928 Amendment 3	License and subscription to student reporting platform. Amendment 3 adds funds to extend contract for the 26/27 school year. Special Class Procurement – Software/Hardware Maintenance and/or Upgrades PPS-47-0288(11)	\$91,109.16 \$332,194.52	R. Adams Fund: 101 Dept: 5439	No