

Memorandum of Understanding
Between Portland Public Schools and Portland Association of Teachers -
Sub Incentive for Schools with Historically Low Fill Rates

This Substitute Incentive for Schools with historically low fill rates Memorandum of Understanding ("MOU") is entered into by and between the Portland Association of Teachers - Substitute Educators (the "Union") and School District No. 1, Multnomah County, Oregon (the "District").

The parties agree to the following regarding the premium incentive rate for substitutes that fulfill an assignment at a District-designated school with historically low fill rates:

1. The District may, in its sole discretion, designate schools as eligible for the premium incentive for the 2022 - 2023 school year. The District will provide the list of schools eligible for the premium incentive for substitute assignments to Union annually or upon request by the Union. The District may in its sole discretion designate additional schools to the premium incentive eligibility list at any time. Additional schools added to the list shall remain on the list for the remainder of the school year.
2. Substitutes fulfilling an assignment at a District-designated school shall receive a premium incentive in the amount of fifty dollars (\$50) for a full-day assignment or thirty-five dollars (\$35) for a half-day assignment, in addition to the daily rate of pay per Article 13.A, Daily Rate of Pay.
3. Schools/Assignments eligible for the premium incentive will be published and indicated for Substitute Educators.
4. The District and Union agree that the \$50/day and \$35/half day rates as described in item #2 above replace the \$15/day and \$10/half day incentive rates in Article 13.D, Incentive Pay.

FOR THE UNION

DATE

FOR THE DISTRICT

DATE
