

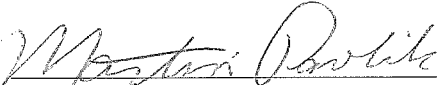
**MEMORANDUM OF AGREEMENT
VACANCIES NEAR THE BEGINNING OF THE
2016-2017 SCHOOL YEAR**

In recognition of the importance of completing the staffing process to insure that professional educators are hired and provided the opportunity to prepare for their assignments before students report to school, the parties agree to the following:

New vacancies in ongoing PAT positions which become known within twenty-one (21) calendar days prior to the first workday of the 2016-2017 school year (August 23, 2016) shall not be subject to the posting requirements in Article 15, Section C, sub-section 5 of the 2013-2016 Agreement between Portland Public Schools (School District #1J) and the Portland Association of Teachers (Association). Newly created PAT positions are subject to the posting requirements in Article 15, Section C, sub-section 5, of the 2013-2016 Agreement between Portland Public Schools (School District #1J) and the Portland Association of Teachers (Association). No other terms of the Agreement are affected by this Memorandum.


This Memorandum of Agreement is subject to ratification by PAT and the separate and subsequent approval of the District's Board of Education.

ACCEPTED AND AGREED:



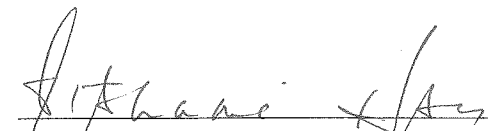
Marty Pavlik
UniServ Consultant
Oregon Education Association/PAT

06/01/2016
DATE



Sean L. Murray
Chief Human Resources Officer
Multnomah County School District #1J

6-1-16
DATE



Stephanie Harper
Sr. Legal Counsel, Labor & Employment
Multnomah County School District #1J

6-1-16
DATE