

Letter of Agreement

between

School District No. 1 Multnomah County, Oregon and

Service Employees International Union

Local 503, School employees Union Local 140

The parties to this agreement are the School District #1J, Multnomah County, Oregon (“District” or “PPS”) and Service Employees International Union, Local 503, School Employees Union Local 140 (“SEIU”), in its role as exclusive representative of a bargaining unit of Custodians and Nutrition Services employees at the District. This agreement resolves the issue of District changes to the work calendar to make up for missed student instruction days in November 2023.

Recitals:

1. On November 26, 2023, the District notified SEIU of intent to modify the work year to make up for 11 lost student instruction days.
2. The District added the following student instruction days: December 18-22, 2023; January 26, 2024; February 19, 2024; April 8, 2024; and June 12-14, 2024 (“make up days”).
3. This agreement addresses impacts to employees caused by the change in work days.

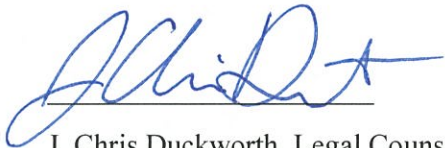
Agreement:

1. Nutrition Services employee leave requests for December 18-22, 2023, for vacation purposes that employees had arranged prior to Wednesday, November 29, 2023, will be granted. All employees must follow all departmental absence reporting procedures.
2. The District’s personal emergency, sick leave and family medical leave policies will continue to apply during the make-up days except that Nutrition Services employees may choose whether to use accrued sick leave or take unpaid time for qualifying absences.
3. The parties agree to replace the Presidents’ Day Holiday with March 25, 2024, for both Custodial and Nutrition Services employees.
4. Presidents’ Day is no longer considered a designated holiday under Article 21, Section B. Consequently, employees who work this day are not entitled to “Overtime on Holiday” pay under Article 15, Section D. March 25, 2024, will be considered a designated

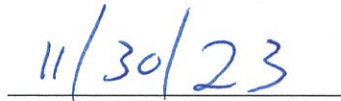
- holiday under Article 15, Section D, and Article 21, Section B for the 2023-2024 school year only.
5. SEIU agrees PPS has fulfilled all notice and bargaining obligations concerning the make-up days.
 6. The parties acknowledge that the make up days and amended holiday day may change due to ongoing discussions between the District and the Portland Association of Teachers or due to snow make up days.
 7. This agreement expires on June 28, 2024.
 8. Any disputes arising under the terms of this agreement must be resolved through the CBA's grievance and arbitration procedure in Article 10 of the parties' CBA.

By signing below, the parties agree to the terms of this agreement:

For the District:

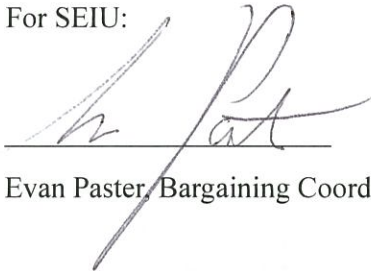


J. Chris Duckworth, Legal Counsel

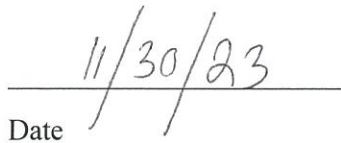


Date

For SEIU:



Evan Paster, Bargaining Coordinator



Date