

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

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: