

## CONTRACT EXTENSION AGREEMENT

The Portland Board of Education (the "Board") and Local 1303-144 of Council #4, American Federation of State, County and Municipal Employees, AFL-CIO (the "Union") agree as follows with regard to the extension of the parties' collective bargaining agreement through June 30, 2026:

1. The current collective bargaining agreement between the Board and the Union (the "Agreement") expires on June 30, 2025.
2. The parties hereby agree to extend the duration of the Agreement for one year, up through and including June 30, 2026, subject to the terms set forth in this Contract Extension Agreement.
3. The wage rates set forth in Appendix A and B of the parties' Agreement for 2024-25 shall be increased by two- and one-half percent (2.5%) in order to create wage rates for the period July 1, 2025 through June 30, 2026. Employees not on the top step in 2024-25 shall move up one step on July 1, 2025.
4. The parties agree that the insurance plan set forth in the Agreement for the 2024-2025 year shall remain in effect for the period July 1, 2025 through June 30, 2026. The premium cost share shall increase by 0.5% for 2025-26 as follows:

### Employee Premium Share for HDHP/HSA

July 1, 2024	13.5%
July 1, 2025	14%

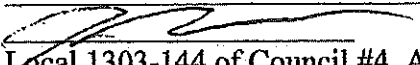
### Employee Dental Premium Share Contribution (Single Only):

July 1, 2024	20%
July 1, 2025	20.5%

5. Except as modified in this Contract Extension Agreement, all provisions of the Agreement shall remain in full force and effect for the period July 1, 2025 through June 30, 2026.

  
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For the Portland Board of Education

Date: 6/4/24

  
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Local 1303-144 of Council #4, American  
Federation of State, County and Municipal Employees,  
AFL-CIO

Date: 05/16/24