

MEMORANDUM of UNDERSTANDING

Between

Ashland School District #5

And

Oregon School Employees Association Ashland Chapter 42

This Memorandum of Understanding ("MOU") is entered into by and between the Ashland School District #5 ("District") and the Oregon School Employees Association Ashland Chapter 42 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2026 - June 30, 2028.

RECITALS

Effective July 1 2026, the following job classifications shall receive a targeted wage increase moving their current wage range equivalent to that of other identified classified positions:

- **Food Service Worker to Secretary I wage range**
- **After School Activities Coordinator, Secretary II, and Technical Service Coordinator step 1- 5 wage range to Education Assistant step 1-5 wage range**
- **After School Activities Coordinator, Crossing Guard, Education Assistant, Media Assistant, and Education Assistant SPED I step 6-8 wage range to Secretary II step 6-8 wage range**

Effective July 1, 2026, the job classification of Cafeteria Manager shall be tiered to reflect both size and volume between those in elementary schools versus those in middle and high schools. Cafeteria Managers at the middle and high schools shall be placed at a higher wage range equivalent to starting at Step 2 of the current Cafeteria Manager.

Effective July 1, 2026, the wage scale (Appendix A) for the 2026-2027 fiscal year shall reflect an increase of 3% from the 2025-26 salary schedule for all classified positions.

The parties agree to a one-year contract extension with a 3% increase to the 2026-27 wage scale (Appendix A) for the 2027-28 fiscal year.

1. Any provision of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
2. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
3. This MOU shall become effective upon signature of the parties and ratification by OSEA members if OSEA requires ratification, and it shall expire on June 30, 2028.

For OSEA:

For Ashland School District:

Ashland Chapter 42 President Date

Ashland Superintendent Date

OSEA Field Representative Date

Ashland Board Chair Date