

The purpose of this MOU is to amend item 1.c. to designate the Human Resources Administrative Assistant position as a confidential position. This change is intended to enable the employee to more effectively perform the duties and responsibilities of the role. The position will be reclassified from classified to confidential status, effective July 1, 2026.

**Memorandum of Understanding
Between
Ashland School District 5
And
Oregon School Employees Association Ashland Chapter 42**

This Memorandum of Understanding is entered into by and between the Ashland School District ("District") and the Oregon School Employees Association (OSEA) 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

The parties' intention with this Memorandum of Understanding ("MOU") is to ensure both parties are in agreement regarding positions designated as confidential as defined by ORS 243.650(6).

TERMS OF MEMORANDUM OF UNDERSTANDING

The Ashland School District and the Oregon School Employees Association (OSEA) Ashland Chapter 42 agree that:

1. The following three positions with revised job descriptions and defined duties meet the appropriate standards to be designated as confidential positions:
 - a. Board Executive Secretary
 - b. One support position in Finance (Currently Payroll Specialist)
 - c. Two support position in Human Resources (Currently Human Resources Program Assistant and Administrative Assistant)
2. In the event the assigned duties of the positions designated in Section 1-change, and/or any new or revised job description is created replacing the above designated positions, the parties shall mutually agree that the confidential duties-are reasonably necessary to assist the District in in the role of negotiations for the positions to continue to be designated as confidential positions.
3. The Accounts Payable position, held by long-time confidential employee Renae Rogers, will remain a confidential position but will shift to a classified position upon Ms. Roger's retirement or departure from the position. Upon vacancy of this Accounts Payable position, the District will notify the OSEA Chapter President and Field Representative in writing to negotiate appropriate placement of-the classified Accounts Payable position on the classified wage scale.
4. Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
5. 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.
6. This MOU shall become effective upon signature of the parties and ratification by OSEA members, if OSEA determines such ratification is required, and it shall not expire unless the parties mutually agree.

For OSEA

For the District

OSEA Chapter President Date

Superintendent Date

OSEA Field Representative Date

Ashland School Board Date