

MEMORANDUM OF AGREEMENT
BETWEEN
SOUTHERN OREGON BARGAINING COUNCIL/ASHLAND EDUCATION
ASSOCIATION
AND
ASHLAND SCHOOL DISTRICT NO. 5

This memorandum is entered into on August 27, 2025, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District. The parties have entered into this memorandum due to the District's August 22, 2025, announcement that one classroom was being cut at Walker Elementary. This MOA shall not set precedent.

The District and Association agree to the following:

- 1) For the 2025-2026 school year only, Ky Ferguson agrees to a one-year temporary transfer to a District Roving Substitute position where they will fill in for absent teachers as needed District-wide. If there are no teacher absences on a given day, Ferguson will fill in for other positions in the District. With this position, Ferguson shall be entitled to all seniority, compensation, benefits, and rights under the AEA collective bargaining agreement.
- 2) Ferguson's home site shall be the District Office, and they will report to the District Office each morning unless they are notified before 7:30am of where they will be placed for the day. If Ferguson begins the day at the District Office and is then sent to a school, Ferguson will be paid the IRS rate for mileage between the District Office and the school where Ferguson is sent. Ferguson will submit mileage monthly.
- 3) On days where Ferguson is not needed as a substitute, Ferguson will work with Caitlyn Olson, District TOSA.
- 4) The District shall provide a job description for the newly created position of "District Roving Substitute" by September 11, 2025, and it will be presented at the Contract Maintenance meeting for feedback. A finalized job description will be available by September 14, 2025.
- 5) Regardless of enrollment, Ferguson will be transferred back to a teaching position at Walker Elementary for the 2026-2027 school year. Ferguson will also receive a step increase on the pay scale as outlined in the AEA collective bargaining agreement.
- 6) Ferguson will receive up to one paid day, paid at their contract rate, to unpack their classroom at Walker in preparation for the 2026-2027 school year, if time is required outside of the contract day. Payment shall be made in the September 2026 paycheck.

- 7) All members at Walker who were reassigned but did not have to move classrooms (Kathleen Mateas, Molly Moncrief, and Molly Shenandoah) will be paid the following in October 2025 paychecks:
- a. Members shall have the choice of being paid four hours at their contract rate and being provided with four hours of substitute time to observe other members who are teaching their assigned grade levels/blends, or they will be paid eight hours at their contract rate as outlined in Article 22, Section F.
- 8) Amy Preskenis, who was reassigned and moved classrooms, will be paid up to twenty-four (24) hours at her contract rate in October 2025 paychecks as follows:
- a. Eight hours at her contract rate for the reassignment.
 - b. Sixteen hours at her contract rate for packing and unpacking.
 - c. Preskenis can work with her administrator to determine if additional pay, up to sixteen hours, shall be paid in addition to the twenty-four hours listed above.

Southern Oregon Bargaining Council

Date

Ashland Education Association

Date

Ashland School District Superintendent

Date

Ashland School Board

Date