

ASHLAND PUBLIC SCHOOLS

JACKSON COUNTY SCHOOL DISTRICT #5

Dr. Joseph Hattrick

Superintendent

BOARD OF DIRECTORS

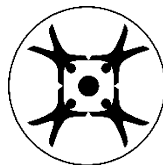
REBECCA DYSON

JILL FRANKO

RUSSELL HATCH

DANIEL RUBY

EVA SKURATOWICZ



Inspiring Learning for Life

MICHELLE CUDDEBACK
Assistant Superintendent

STEVE MITZEL
Executive Director, Operations

SCOTT WHITMAN
Director, Business Services

APRIL HARRISON
Director, Student Services

Dear Ashland School District Board of Directors,

The Ashland School District administration has determined that a reduction in staffing is necessary for the 2025-26 school year due to the current budget shortfall. We have verified the certification, seniority, and qualifications of each employee. Please take action to initiate layoff procedures.

After board action, the District and the Ashland Education Association will begin a consultation period of up to 30 days to ensure the district's proposal conforms to the contract. The OSEA Collective Bargaining Agreement stipulates consultation prior to Board action. The district has been in consultation with OSEA for the required period of time and will continue to consult throughout the reduction in force process.

Upon concluding the consultation period, affected employees will receive notice from their building principals or department supervisors. This notice will include the proposed time schedule and reasons for the proposed action.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Cuddeback".

Michelle Cuddeback
Assistant Superintendent