

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

This memorandum is entered into on November 6, 2025, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District.

The parties agree to add the following to Appendix B – Extra Duty Assignments for Community-Based Instruction Tutors:

- 1) The rate of pay shall be 1.5 times the hourly equivalent of BA Step 1.
- 2) If a student is a “no show” to a tutoring session, the tutor shall be paid for thirty-minutes.

Southern Oregon Bargaining Council

Date

Ashland Education Association

Date

Ashland School District Superintendent

Date

Ashland School Board

Date