

## MINUTES

### 1. Call to Order / Roll Check

**Presenter:** Board Chair Rebecca Dyson

Chair Dyson called the meeting to order and a roll check confirmed that four members were present: Chair Dyson, Vice Chair Franko, Director Ruby, and Director Skuratowicz. Director Hatch was unable to attend.

### 2. Land Acknowledgment

**Presenter:** Board Chair Rebecca Dyson

The land acknowledgment was referenced but not read.

### 3. Adoption or Adjustment of Agenda

**Presenter:** Board Chair Rebecca Dyson

Director Ruby moved to adopt the agenda as presented and Vice Chair Franko seconded. The motion carried by unanimous vote of the members present.

### 4. ACTION ITEM: Review and Adoption of the 2024-2026 Ashland School District and Ashland Education Association Collective Bargaining Agreement

**Presenter:** Superintendent Joseph Hattrick

Director Hattrick presented the ASD-AEA Collective Bargaining Agreement (CBA), which has been approved by the AEA members and the Southern Oregon Bargaining Council. He appreciated the collaborative process in which he has participated since August 2024. The team relationships were strengthened as they went through the process. Director Ruby asked if there is any thought of K-12 compensation being negotiated at the state level. Dr. Hattrick said it is not on any plan at the moment. Director Skuratowicz asked about the 2-year duration of the agreement, rather than the customary 3-year framework. Dr. Hattrick said that there will be reopeners next year for compensation and the following year for only a limited number of articles. One goal was to get the certified and classified bargaining schedules on staggered years so they won't do both at the same time. Director Ruby asked how many articles were done under former Superintendent Bogdanove and how many under Dr. Hattrick. Assistant Superintendent Michelle Cuddeback commented that her rough estimate would be 60% done last spring and roughly 40% this fall, with several of the more difficult articles addressed this fall.

Dr. Hattrick commented that bargaining is always challenging, but his experience was that this negotiation was the most collaborative he has experienced. While there were disagreements, both sides worked together to problem solve within our current context.

Director Skuratowicz moved to adopt the 2024-2026 ASD-AEA CBA and Vice Chair Franko seconded. The motion carried by unanimous vote of the four members present.

**5. ACTION ITEM: ASD-AEA Memorandum of Agreement Governing Implementation of Spring 2025 Furlough Days**

**Presenter:** Superintendent Joseph Hattrick

Dr. Hattrick presented an MOA governing the plan for implementation of Spring 2025 furlough days to accomplish necessary budget savings. He commented that there have been some concerns raised. This is nobody's first choice and he is trying to reassure staff and community that this is a one-time plan. There have been some regrets expressed by teachers about losing conference days. Principals are working with teachers to design parent conversations using different methods. This approach, though a painful cut to staff, was the best compromise they felt could be achieved. Some staff worked hard to even the impacts across employee groups so that the result was as fair as groups could make it.

Director Skuratowicz moved to approve the ASD-AEA MOA governing implementation of Spring 2025 furlough days. Director Ruby seconded the motion, which carried by unanimous vote of the four members present.

**6. ACTION ITEM: Amendment to Resolution of Authorities for Transitions in Business Services Department**

**Presenter:** Superintendent Joseph Hattrick

Dr. Hattrick asked for an amendment to a resolution approved at the January 9 meeting and he requested that the effective date be changed to January 14 to allow time for transition and to secure bank account signers. Ms. Ely's official start date will remain February 1 for compensation purposes but will give her time to become familiar with internal systems before Director Whitman departs on January 31.

Director Ruby moved to approve the amendment to the Resolutions of Authorities approved on January 9, 2025, for transitions in the Business Services Department. Director Skuratowicz seconded and the motion carried by unanimous vote of the four members present.

Chair Dyson offered thanks to Dr. Hattrick and others across the staff who have worked to maintain a positive climate while addressing difficult problems.

**7. Adjourn**

**Presenter:** Board Chair Rebecca Dyson

There being no further business, Chair Dyson adjourned the meeting.

Submitted by:

Jackie Schad, Board Secretary

Dated for Board Approval: February 13, 2025

---

Board Chair Rebecca Dyson

---

Superintendent Joseph Hattrick