

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

This memorandum is entered into on September 12, 2025, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District.

Article 14, Section E of the AEA collective bargaining agreement states:

Preparation time for elementary school members shall be equivalent to 250 minutes per week and shall include at least one 45-minute uninterrupted block each day. This preparation time shall be provided as follows:

- 1. Four days per week, every effort will be made to provide one uninterrupted 45-minute block of preparation time during the student contact day. It is understood that there may be interruptions to prep time during the student contact day due to circumstances such as assemblies, field trips, etc.*
- 2. During days in which there is an early student release (currently Wednesdays), one uninterrupted block of 45 minutes shall be scheduled as uninterrupted preparation time.*

The District and Association agree that members at Bellview, Helman, TRAILS, and Walker may choose, upon mutual agreement with their administrator, not to have 45-minutes of uninterrupted prep time each day but to spread the five, 45-minute blocks of preparation time throughout the week as the school schedule allows. Each member must still receive five blocks of 45-minutes of uninterrupted preparation time per week, four of which will be during the student contact day.

The District and Association also agree that during weeks when District PLCs are scheduled, members at TRAILS shall have a 45-minute block of uninterrupted prep time scheduled on Monday from 7:50am-8:35am in lieu of one of the 45-minute blocks of preparation time being scheduled on the Wednesday early release day. On these Mondays, the eight-hour workday shall end at 3:50pm and meetings will not be scheduled beyond this time.

This MOA expires on June 30, 2026, but may be extended upon mutual agreement of both parties.

Southern Oregon Bargaining Council

Date

Ashland Education Association

Date

Ashland School District Superintendent

Date

Ashland School Board

Date