

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

This memorandum is entered into on April 2, 2026, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District.

The District and Association agree to the following:

For the 2026-2027 contract year, due to shifts in student enrollment and the number of elementary teaching positions in the District, there will be two temporary positions that will need to be filled with current contract or probationary elementary teachers. These temporary positions are a 6<sup>th</sup> grade teaching position at Ashland Middle School and an elementary teaching position at Helman Elementary. The contract or probationary teachers who fill these temporary positions for the 2026-2027 contract year shall maintain their contract or probationary status with the District and shall be entitled to all seniority, compensation, benefits, and rights under the AEA collective bargaining agreement. For the 2027-2028 school year and beyond, these teachers shall have rights to a full-time bargaining unit position for which they are licensed.

This MOA does not establish a precedent.

_____	_____
Southern Oregon Bargaining Council	Date
_____	_____
Ashland Education Association	Date
_____	_____
Ashland School District Superintendent	Date
_____	_____
Ashland School Board	Date