

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. This is non-precedent setting.

The District and Association agree that due to the transfers in the Physical Education department, for the 2025-2026 school year, the following shall be in place for mentors for Kelly Anderson, Jim Hagemann, and Angela Johnson.

- 1) Jim Hagemann shall be paid a \$500 stipend to mentor Kelly Anderson.
- 2) Kelly Anderson shall be paid a \$500 stipend to mentor Jim Hagemann and an additional \$500 to mentor Angela Johnson.
- 3) The job expectations for the mentors outlined above shall primarily be focused on instruction and curriculum support.
- 4) Stipends shall be paid in the same manner that mentor stipends are paid under Appendix B.

Southern Oregon Bargaining Council

Date

Ashland Education Association

Date

Ashland School District Superintendent

Date

Ashland School Board

Date