

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

This memorandum is entered into on June 3, 2025, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District.

The District and Association agree to add Elementary Choir, Middle School Choir, and 5th Grade Strings to Group E of the Extra-Duty Schedule outlined in Appendix B for the 2025-2026 school year.

Southern Oregon Bargaining Council

Date

Ashland Education Association

Date

Ashland School District Superintendent

Date

Ashland School Board

Date

Appendix B - Extra Duty Assignments

Compensation schedule for responsibilities exceeding the members' job descriptions or completed outside of the contracted day/year are herein referred to as extra duty assignments.

All extra duty assignments shall be voluntary. Extra duty assignments shall first be made available to the staff, then the community.

This schedule is grouped by position A, B, C, etc., to indicate the level of responsibility and compensation. Prior to the assignment of any person to any group, the District shall list, in writing, the duties to be performed during the year. There shall be evaluations by immediate supervisors and principals of the accomplishments of assigned duties.

EXTRA DUTY SCHEDULE

GROUP A

1. Middle School Athletic Coordinator
2. Football, Head Coach, High School
3. Basketball, Head Coach, High School
4. Dean of Students, High School - Two stipends
5. Volleyball, Head Coach, High School (Girls)
6. CTE Coordinator
7. MTSS Coordinator

GROUP B

1. Wrestling, Head Coach, High School
2. Baseball, Head Coach, High School
3. Track, Head Coach, High School
4. Softball, Head Coach, High School
5. Head Debate Coach – Two stipends
6. Soccer, Head Coach, High School
7. Annual Advisor, High School
8. Journalism Advisor, High School
9. Drama Coach – Three stipends based on three productions
10. Leadership Advisor, High School

GROUP C

1. Cross Country, Head Coach, High School
2. Elementary Coaching (School Year)
3. Cheer Coach, High School
4. Dance Coach, High School
5. Robotics Coach, High School

GROUP D

1. Tennis, Head Coach, High School
2. Assistant Coaches, High School
(Track, Baseball, Football, Basketball, Wrestling, Volleyball, Soccer, Softball, Debate Coach – Two stipends)
3. Head Swim Coach, High School

4. Band, High School
5. Pep Band, High School
6. Orchestra, High School
7. Choir, High School

GROUP E

1. Track, Head Coach, Middle School, 7th and 8th
2. Cross Country Assistant, High School
3. Outdoor School Director, Middle School
4. Football, Head Coach, Middle School, 7th and 8th
5. Cross Country, Head Coach, Middle School, 7th and 8th
6. Athletic Trainer (each season)
7. AHS Extra-Curricular Academic Advisor
8. AHS Musical Advisor
9. Band, Middle School
10. Orchestra, Middle School
11. AMS Drama – Paid out twice each year for a total of one stipend per production

GROUP F

1. Golf, Head Coach, High School
2. Coaches Middle School, 7th and 8th, Football, Basketball, Track, Volleyball, Wrestling
3. Annual Advisor Middle School
4. Weight Room, High School
5. Assistant Athletic Director, High School
6. Tennis Assistant Coach, High School
7. Swim Assistant Coach, High School
8. Assistant Dance Coach, High School
9. AHS Intramural Program Advisor
10. Yearbook Advisor, High School

GROUP G

1. Newspaper Advisor, Middle School

GROUP H

1. High School Club Advisors (FBLA, VICA, DECA, International) Freshman, Sophomore, Junior, Senior Class Advisors
2. National Arts Honor Society
3. LETRS
4. Brain Bowl Advisor
5. Middle School (6th grade) Football, Volleyball, Basketball (limited to step 1 only)
6. Middle School (6th grade) Softball, Track (1/2 of step 1 amount)
7. National Honor Society Advisor, High School
8. Model United Nations Advisor, High School
9. Science Bowl Advisor, High School and Middle School
10. Math Bowl Advisor, High School

11. Mock Trials Advisor, High School
12. Academic Scavenger Hunt, High School and Middle School
13. Dean of Students, Middle School
14. Affinity Group Advisor, K-12

GROUP I

1. Advisors of Activities which are voluntary and principal-approved
2. M.S. Outdoor School Advisors (10 hr./week)

NOTE:

1. Middle School team leaders receive .078 of employee base salary. High School department heads with 10 or more employees = .065 of employee base salary, with 5 to 9 employees = .058 of employee base salary.
2. Individuals in Group I will be paid in accordance with Article 10.
3. Professional Learning Community Leaders receive .066% of employee base salary.
4. Elementary Affinity Group Facilitators shall be paid the hourly equivalent of Step 1/Column 1 of the Licensed Salary Schedule for two hours monthly for preparing and facilitating the group. More than two hours worked and paid per month must receive prior administrator approval.

INCREMENT ADVANCEMENT SALARY SCHEDULE FOR EXTRA DUTY ASSIGNMENTS:

1. The entire schedule is based upon the entry level of the salary schedule for a beginning employee for District licensed staff.
2. Any newly hired or presently assigned personnel can be placed at any level higher than the minimum depending upon the person's experience.
3. Advancement on this schedule is not automatic. Extra duty assignments are for one school year only and must be renewed each year.
4. Licensed personnel shall be notified when advanced on the extra duty schedule.

NEW HIRE MENTOR PROGRAM

1. The purpose of the Ashland School District New Hire Mentor Program is to provide certified staff, new to the District, with a point person who has District and Site specific experience and knowledge. The Mentor makes introductions and connects the new hire to needed resources and procedures, with the goal of easing their transition. A complete list of expectations can be found in the New Hire Mentor job description. While the Mentor is not responsible for training or evaluating the new hire's job performance, Mentors may provide assistance and feedback to the new hire if asked.
2. Members with a minimum of three full years of experience, with at least two years at their current school site, are eligible to apply to be a mentor.

- 3) If possible, Mentors will meet with their mentees during New Hire Orientation. If not possible, Mentors will meet with their mentees during in-service week.
- 4) Mentors are responsible for providing targeted support through daily onsite support and frequent face-to-face check-ins. While there will be an increased need for mentoring in the first weeks of the school year, the mentor will meet with the new member regularly throughout the school year to offer assistance and support.
- 5) Mentors will receive a \$1,000 stipend per mentee.

EXTRA DUTY COMMITTEE

Each year, an Extra Duty Committee shall be seated. Staff members may submit proposals for creating new extra duty positions or for movement of extra duty placements to the committee for consideration. Recommendations from the Extra Duty Committee shall be brought to the Contract Maintenance Committee for consideration. Any added positions or movement on the extra duty schedule shall be memorialized in a Memorandum of Agreement and approved through the process identified in Article 32.

Extra Duty Schedule

2024-2025 Base = The same as the 2023-2024 base = \$47,410

2025-2026 Base = The same as the 2023-2024 base = \$47,410

<u>POSITION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
GROUP A	(15.5%)	(16%)	(16.5%)	(17%)	(17.5%)
GROUP B	(11%)	(11.5%)	(12%)	(12.5%)	(13%)
GROUP C	(9.5%)	(10%)	(10.5%)	(11%)	(11.5%)
GROUP D	(8.5%)	(9%)	(9.5%)	(10%)	(10.5%)
GROUP E	(7.5%)	(8%)	(8.5%)	(9%)	(9.5%)
GROUP F	(5.5%)	(6%)	(6.5%)	(7%)	(7.5%)
GROUP G	(4%)	(4.5%)	(5%)	(5.5%)	(6%)
GROUP H	(2%)	(2.5%)	(3%)	(3.5%)	(4%)

Extended Pay for Post-Season Activity

- A. Coaches listed in Appendix B will be paid an additional stipend for participating in post season OSAA and other state sanctioned competition(s) at 2%/day of the coach's extra duty salary for practice/event days to a maximum of 10%/week. This extended pay will

start with the second week of post-season play/activity.

- B. Non-athletic advisors listed in Appendix B (i.e., rally, band, etc.) will be paid an additional stipend for participating in post season OSAA and other state sanctioned athletic competition(s) at 2%/day of the advisor's extra duty salary for practice/event days to a maximum of 10%/week. This extended pay will start with the second week of post- season play.
- C. Non-athletic advisors as listed in Appendix B involved in an extended season activity as established through competition will be paid at 2%/day of the advisor's extra duty pay up to one week's equivalent maximum of 10% for one week per year.
- D. The number of coaches/advisors per team that will be eligible for extended pay will be determined by the building principal and/or the athletic director.
- E. This section will have full force and effect as long as funds are available.