

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ASHLAND SCHOOL DISTRICT NO.5  
AND THE  
OREGON SCHOOL EMPLOYEES ASSOCIATION, ASHLAND CHAPTER 42

This memorandum is entered into on February 10, 2026, between the Ashland School District (“District”) and the Oregon School Employees Association (OSEA) Ashland Chapter 42 (“Association”).

Article 6, Section D5 of the collective bargaining agreement states, “Individuals on a Layoff Re-Employment list shall be notified in writing, sent by certified mail, return receipt requested, of an offer of re-employment and will have ten (10) working days to respond.”

The District and Association agree to amend this language as follows:  
*Individuals on a Layoff Re-Employment list shall be notified in writing via email of an offer of re-employment and will have seven (7) calendar days to respond.*

This MOU shall become effective upon signature of the parties and shall expire on June 30, 2027.

For OSEA

For the District

\_\_\_\_\_  
OSEA Chapter President                      Date

\_\_\_\_\_  
Superintendent    Date

\_\_\_\_\_  
OSEA Field Representative                      Date

\_\_\_\_\_  
Ashland School Board    Date