

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 12 of the collective bargaining agreement states, “A non-probationary bargaining unit employee hired to work thirty (30) hours per week or more, nine (9) months or more per year, shall have access to health insurance benefits as enumerated in Section A for the employee and dependents.”

The District and Association agree to amend this language as follows:

A bargaining unit employee hired to work thirty (30) hours per week or more, nine (9) months or more per year, shall have access to health insurance benefits as enumerated in Section A for the employee and dependents.

For OSEA

For the District

OSEA Chapter President Date

Superintendent Date

OSEA Field Representative Date

Ashland School Board Date