

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

This memorandum is entered into on March 18, 2025, between the Southern Oregon Bargaining Council/Ashland Education Association and the Ashland School District.

Article 25, Section D of the collective bargaining agreement states, “Newly hired members shall receive full credit on the salary schedule for all prior teaching experience and/or experience in their field (except for Career and Technical Education members without teaching experience) in which they were hired.”

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

*Newly hired members shall receive full credit on the salary schedule for all prior teaching experience and/or experience in their field (except for Career and Technical Education members without teaching experience) of .50 FTE or more in which they were hired.*

In addition, the District and Association agree that “newly hired” does not include members who do not have a break in service from the District from one school year to the next. These members are considered “rehires” as they maintain their seniority lots and their first three years of employment with the District are counted toward their three-year probationary period. “Newly hired” members are those who have new seniority lots drawn and restart their probationary period upon hire.

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Southern Oregon Bargaining Council

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Date

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Ashland Education Association

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Date

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Ashland School District Superintendent

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Date

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Ashland School Board

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Date