

MEMORANDUM OF AGREEMENT

The Ashland School District (hereinafter "District") and the Oregon School Employees Association (hereinafter "Association") agree as follows:

1. Upon execution of this Agreement, the Association will withdraw its demand to bargain over changes to the District's health insurance benefits. The Association shall accept the changes recommended by the District's Insurance Committee without bargaining over those changes.
2. By December 31, 2017, the District shall provide a lump sum payment to bargaining unit members that reflects a two-and-a-half percent (2.5%) wage increase for bargaining unit members who currently (as of the date of signing of this agreement) hold regular classified positions within the district for the period of July 1, 2016, through June 30, 2017. The lump sum payment shall be paid by check to bargaining unit members separately from their regular wages. Retirees who have already been paid will not be included.
3. The parties agree that there is no further obligation to engage in 2016-17 reopener contract negotiations. Any issues that were not resolved during the 2016-17 reopener contract negotiations may be raised in the 2018 contract negotiations as provided by the Public Employee Collective Bargaining Act (PECBA).
4. The Association's agreement to withdraw its demand to bargain over changes to the District's health insurance benefits does not set any precedent for changes in the future, nor can it be used to establish past practice. The Association reserves the right to bargain over insurance, in accordance with the PECBA, for periods after Dec. 31, 2018.

For the Association:

James Burnett Date 11/9/17
Susan Greeley 11/9/17

For the District:

Doreen [Signature] Date 11/13/17
W. K. [Signature] 11/13/17