

**MEMORANDUM OF  
UNDERSTANDING BETWEEN  
ROSEBURG EDUCATION  
ASSOCIATION AND  
DOUGLAS COUNTY  
SCHOOL DISTRICT #4**

The Roseburg Education Association and the Douglas County School District #4 have agreed to the following contract item beginning in the 2024-25 school year. The contract beginning in 2024-25 with these modifications will remain in full force and effect until June 30, 2027, or until a successor agreement is ratified.

The parties agreed to the following:

**Article 9 - Absence From Duty**

**B. Paid Leaves of Absence:**

**4. Personal Leave**

a. Teachers shall be allowed two (2) days of personal leave per year with pay. Unused Personal Leave days may accumulate and carry forward up to a maximum of three (3) days, with a maximum of ~~four (4)~~ five (5) days available in any given school year.

The remainder of Article 9.B.4.a. shall remain as currently written.

The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Understanding will remain in full force and effect.

The terms of the agreement will be effective upon the signature of all parties.

Amanda Sandoval  
Roseburg Education Association Bargaining Chair

4-30-24  
Date

Donna Murre  
Association President

4/30/24  
Date

Jane D Condon  
District Superintendent

4/29/2024  
Date

Randy D. Cutler  
School Board Chair

Apr. 13, 2024  
Date