

2025-2026 Schedule
Memorandum of Understanding
Between
Coquille Education Association
And
Coquille School District

This Memorandum of Understanding ("MOU") is entered into by and between the Coquille School District (hereinafter referred to as "the District") and the Coquille Education Association (hereinafter referred to as "the Association"), collectively referred to as "the Parties."

- 1. CVE Schedule:** The district and the association mutually agree to implement the attached schedule for 2025-26 and the 2026-27 school year for the 5th and 6th grade at Coquille Valley Elementary (CVE). The District has the right to make minor changes to the schedule with mutual agreement from the association.
- 2. SPED:** Starting August 2025, SPED and intervention will be provided support for the new schedule as follows:
 - a. Intervention will still be provided a total of two (2) 1.0 FTE Educational Assistants for Math and Reading Intervention.
 - b. If additional resources become available and any new positions are created in the District SPED positions as follows will be given priority consideration:
 - i. If ALS has another rotating schedule to factor into their schedule, they will be provided one more 1.0 FTE EA to provide push-in support. Any new EA would need to have training to appropriately service students in the Life Skills classroom.
 - ii. Resource may have multiple grade levels and multiple subjects with high need students at one time. Another 1.0 FTE EA support will be provided for a total of 3 EAs.
- 3. Additional Endorsements:** 5th grade multiple subject teachers who are reassigned to 5 Grade Single Subject ELA, Math and Science Teachers who must obtain endorsements will receive the following:

- a. Paid study time for a maximum of 15 hours.
- b. Paid travel expenses related to obtaining endorsements (if needed for locations outside Coquille).
- c. District to pay for up to three (3) tests/retakes and all state mandated costs that may be necessary for our current teachers to obtain newly required endorsements. District will also pay for Conditional Assignment Permit and new endorsement fees through TSPC.
- d. District will accept study time, coursework, and any other learning requirements to be a bonafide replacement for professional development in the form of Flipped PD.
- e. Endorsement exam study guide for new endorsement will be funded by the district and will be separate from current tuition reimbursement.
- f. Teachers will receive a paid day(s) off for the day of the test(s).
- g. Teachers will be given one (1) calendar year to complete the endorsement requirements. Teachers who fail to receive endorsement will retain a paid position in the District at their current FTE and pay level.

4. Physical Education for CVE will have an EA provided if two classes are combined.

5. Any future changes (that occur for the life of the current collective bargaining agreement) in the attached 5th grade CVE schedule and/or the overall structure of the CVE schedule in any grade level (change in educational model) shall use the following procedure prior to implementation:

- a. A Scheduling Committee including at least three administrators, four educators, and four impacted parent/guardians shall be formed to develop, evaluate, and determine changes. The committee could research the potential impacts of potential schedule changes based on performance data, best practices, and feedback from educators. Any modifications to schedules will be based on clear evidence, with full participation from the district, association, and community, ultimately prioritizing what is best for student success and teacher effectiveness.
- b. At the request of the District or the Association, the Committee shall meet at least monthly for a duration of six (6) months, unless a different schedule of meetings is mutually agreed to. Agreement must be reached in April in the school year prior to implementation.
- c. The committee will present any changes they reviewed, if needed when the current Collective Bargaining Agreement (CBA) is open for negotiation in the spring of 2027.

- d. For meetings held by the District with educators in groups or individual meetings to discuss potential or implemented schedule changes the District will notify the member that they can bring union representation to the meeting at their request.

6. Reassignment of teachers directly impacted by the schedule change attached will follow the current collective bargaining agreement Article 16.C.3 “when reassignment is necessary, a teacher’s area of competence, major or minor field of study and length of service in the Coquille School District shall be considered.” When the administration meets with other educators on reassignment, union representation will be present, unless representation is directly declined in writing by the educator in a notice to the association and management. Due to the schedule change for the 2025-2026 school year, teachers moving classrooms will receive a one-time stipend equivalent to their daily rate.

7. June 3 Workday: The District agrees to provide all licensed staff one (1) paid non-student workday on June 3, 2025. This day shall be designated as a non-contact day, free from student responsibilities, meetings, or mandatory training. The purpose of this day is to allow educators adequate time to develop, revise, and prepare lesson plans necessary for the completion of the 2024–2025 school year. Educators shall be granted full professional discretion in how they utilize this time to meet the instructional and planning needs of their students. For the first 90 minutes educators will be provided association leave free of management observation to meet in the CVE Library for presentation of this agreement, discussion, and ratification vote.

8. Flex Day: Employees who completed grading or other work outside of normal contract hours shall be allowed to utilize flex time on June 9, 2025 for all time worked to a maximum of eight hours.

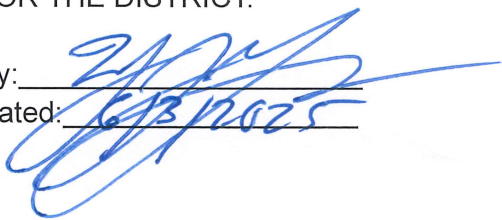
9. Grievances and Potential Discipline: The parties will withdraw the January 20th grievance and the second and third grievance alleging violations of Article 13 and 16 and cancel the associated Arbitration scheduled for August 12, 2025. No educators will be disciplined or retaliated against for errors, or altered work performance, for their check-out process, and final work duties of the school year, that occurred due to this agreement and/or the District’s changes in end of year processes. Each party shall otherwise be responsible for its respective share of the arbitrator’s cancellation fee, attorney fees and costs. The Employer shall follow all parts of the current collective bargaining agreement where not modified by this MOU.

10. Strike Notice: The Association agrees to withdrawal of the strike notice pending ratification by the Association members.

FOR THE DISTRICT:

By: _____

Dated: _____



FOR THE ASSOCIATION:

By: _____

Dated: _____



6/3/2025

5th Grade Schedule

	Teacher 1		Teacher 2		Teacher 3	
8:50-9:25	Music/SEL/Health	35	Music/SEL/Health	35	8:50-9:25	Group 3
9:25 - 10:05	Group 1	40	Group 2	40	9:25 - 10:05	Music/SEL/Health
10:05-10:20	Recess	15m	Recess	15m	10:05-10:20	Recess
10:25-10:50	Group 1	25	Group 2	25	10:25-10:50	Group 3
10:55-12:00	Group 2	65	Group 3	65	10:55-12:00	Group 1
12:00 - 12:30	Lunch	30m	Lunch	30m	12:00 - 12:30	Lunch
12:35-12:55	Group 3	20	Group 1	20	12:35-12:55	Group 2
12:55-1:30	PE Group 3	35	PE Group 1	35	12:55-1:30	Group 2
1:35-2:15	Group 3	40	Group 1	40	1:35-2:15	PE Group 2
2:20-3:12	Enrichment	52	Enrichment	52	2:20-3:12	Enrichment