

**Memorandum of Understanding
Between
Coquille School District
And
Coquille Oregon School Employees Association Chapter #97**

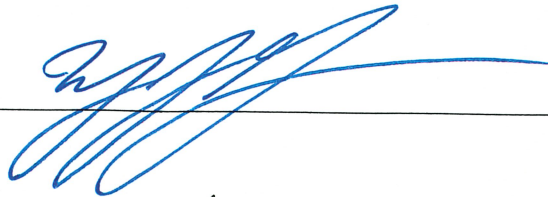
This Memorandum of Understanding is entered into by and between the Coquille School District ("District") and the Coquille Oregon School Employees Association Chapter #97 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2025 – June 30, 2028.

RECITALS

The party's intention with this Memorandum of Understanding is to alter the normal practice of the number of days for 11- and 12-month employees for the school year of 2025-26 only.

1. The District may Furlow (cut) up to 5 days of pay for this school year only.
2. Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
3. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
4. This MOU is not enforceable unless the following signatures are present, designee of the employer, designee of OSEA, and the Chapter President (or their designee).
5. This MOU does not go into effect until it has been ratified by the OSEA chapter membership. OSEA will notify the employer when that has occurred or if OSEA determines such ratification isn't required the District shall also be notified.
6. Nothing in this agreement is meant to deprive an employee of their rights under the law.
7. This Agreement is contractual and not a mere recital. It establishes no precedence. The MOU shall expire on June 30, 2025.

For the District:



Date:

8-12-25

For the Chapter:



Date: 8-12-25

For OSEA:



Date:

8-12-25