

**Memorandum of Understanding
Between
Coquille Education Association
and
Coquille School District
Resolution of Unfair Labor Practice**

The following Memorandum of Understanding ("Agreement") is between Coquille Education Association ("Association") and Coquille School District ("District"), collectively "the Parties," on the dates acknowledged below in order to provide for a negotiated resolution of disputes. This is a negotiated agreement entered into freely by the Parties.

On July 9, 2025, the Association filed an Unfair Labor Practice complaint ("Complaint") with the Oregon Employment Relations Board ("ERB"), Case No. UP-040-25, alleging that the District violated ORS 243.672(1)(a), (1)(b), and (1)(e). By this Agreement, the Parties hereby mutually resolve the Unfair Labor Practice Complaint, Case No. UP-040-25.

AGREEMENTS:

1. The Association agrees that it will withdraw its pending Unfair Labor Practice Complaint, UP-040-25, resulting in the cancellation of the November 19 and 20, 2025 hearing, and both parties will agree to be responsible for their fees and costs.
2. The District acknowledges that the Association is the exclusive bargaining agent for CEA members and the District's obligation to comply with PECBA as it relates to negotiating in good faith directly with the Association on mandatory subjects of bargaining.
3. The District acknowledges its obligation to comply with PECBA as it relates to providing *Weingarten* rights to employees for meetings to which that right applies.
4. The District will not retaliate against any employee or group of employees for engaging in protected activity, including but not limited to, their communications about participation in a strike previously scheduled for June 3, 2025.
5. The District agrees that within 180 calendar days of the execution of this Agreement, the District Administrative team will attend two hours of additional training on the PECBA rights of employees. The District will provide certification of this training to the Association for all attending administrators.

6. Within 14 calendar days of the execution of this Agreement, the District will send the below statement via email to all bargaining unit members. The email shall only contain the language below.

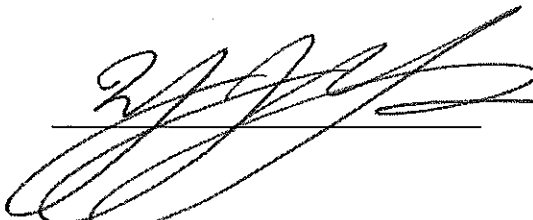
- a. Earlier this year, the Coquille Education Association and the Coquille School District had a disagreement on how best to address changes needed at Coquille Valley Elementary School. This spring, several grievances and an Unfair Labor Practice complaint were filed, and a strike vote occurred. Both parties would like to move forward in a positive and productive way, and on behalf of the Coquille School District, I apologize for the communication lapses and mistakes made as we navigated this difficult situation.

To prevent a similar situation from reoccurring, the Coquille School District and Association will continue to meet monthly to proactively discuss issues that arise between the two parties. We agree to civil conversations with active listening and a renewed focus to seek input from those affected before making decisions. The District administration will also attend additional training regarding PECBA rights of employees. By working together, and in compliance with the public employee rights guaranteed under the Public Employees Collective Bargaining Act, we will strengthen relationships and better meet the needs of our students, staff, and community.

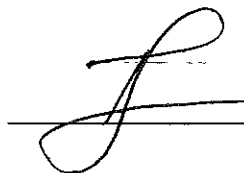
Respectfully,

Wayne Gallagher
Superintendent

For Coquille School District:

 10/17/2025

For Coquille Education Association:

 10/22/2025