

MEMORANDUM OF AGREEMENT
BETWEEN
SOUTHERN OREGON BARGAINING COUNCIL,
ROGUE RIVER EDUCATION ASSOCIATION,
ROGUE RIVER ASSOCIATION OF CLASSIFIED EMPLOYEES,
AND ROGUE RIVER SCHOOL DISTRICT NO. 35

This memorandum is entered into on July 28, 2026, between the Southern Oregon Bargaining Council (SOBC), Rogue River Education Association (RREA), Rogue River Association of Classified Employees (RRACE), and the Rogue River School District (District).

The District, SOBC, RREA, and RRACE agree to allow Wendy Barnwell to continue with the Oregon Teaching Apprenticeship Joint Apprenticeship Training Committee (JATC) Program for the 2026-2027 and 2027-2028 school years under the following conditions:

1. Employee of the District: While enrolled in the Apprenticeship Program, Ms. Barnwell shall be an employee of the district and covered under the RREA collective bargaining agreement.
2. Leave of Absence and Right of Return: The District and RRACE agree that:
 - a. Ms. Barnwell shall be placed on an unpaid leave of absence from her SPED IA position. The unpaid leave of absence shall be approved for the duration of the Apprenticeship program.
 - b. At her discretion, Ms. Barnwell shall have the right to return to a SPED IA position by giving notice no later than ten (10) working days after exiting the Apprenticeship Program. During the time between notice and a return to her SPED IA position, the District shall employ Ms. Barnwell as a daily substitute until she resumes her SPED IA position. Upon return, Ms. Barnwell shall be given step credit on the salary schedule as if she had continued in her prior assignment without disruption.
 - c. If applicable, Ms. Barnwell's accumulated sick leave shall be transferred from the Southern Oregon ESD back to the Rogue River School District.
 - d. Seniority in the RRACE bargaining unit shall continue to accrue during the apprenticeship.
 - e. For purposes of layoff, there will be no break in service for Ms. Barnwell if she returns to her prior position in the RRACE bargaining unit.
3. Hours and Wages: The District and RREA agree that Ms. Barnwell, while an apprentice working in the district, shall be considered a full-time employee working contracted workdays and working hours aligned with the program, and shall be paid the hourly rate set by the JATC.
4. Tuition: The District will directly pay any tuition costs subject to limitations of the grant financing.

5. Applicability of the RREA Collective Bargaining Agreement: The District and RREA agree that all remaining provisions of the RREA collective bargaining agreement shall apply to Ms. Barnwell, except for the following articles, which shall not apply:
- a. Article 8 - Member Evaluation
 - b. Article 11 - Unpaid Leaves
 - c. Article 12 - Layoffs and Recall
 - d. Article 13 - Vacancies and Transfers
 - e. Article 29, Section D - Tuition Reimbursement
6. Successful Completion of the Apprenticeship Program: Once Ms. Barnwell successfully completes the Apprenticeship Program, the District agrees to place Ms. Barnwell in the first-round job interviews by the District for positions for which she is qualified. RREA agrees to suspend any contractual vacancy procedures for the placement of Ms. Barnwell.
7. This agreement replaces the Memorandum of Agreement which was entered into between the District and RRACE on January 29, 2024.
8. This agreement expires immediately after Ms. Barnwell successfully completes the Apprenticeship Program or exits the program and returns back to her SPED IA position with no intention to re-enter the Apprenticeship program.



Southern Oregon Bargaining Council

08-03-2026

Date



Rogue River Education Association

08-03-2026

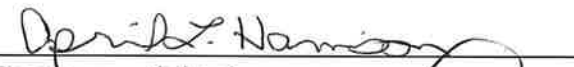
Date



Rogue River Association of Classified Employees

8/3/26

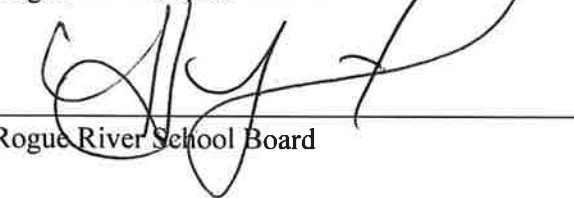
Date



Rogue River School District

9-22-26

Date



Rogue River School Board

10/20/2024

Date