

Tentative Agreement

October 13, 2026

Article 3 Definitions

Unless otherwise specified in this agreement, the following definitions shall apply throughout:

Association – An organization representing the licensed personnel, which has been elected by a majority vote of employees and certified as the employee organization pursuant to Oregon Revised Statute (ORS) Chapter 243.650 et seq.

Specials- Music, Physical Education, Science, Technology, Engineering, Art, and Mathematics (STEAM), ~~Media~~, and other instruction where a student is provided elective-type instruction at the Elementary level by someone other than their primary classroom teacher.

The Parties - Medford School District (District), and the Medford Education Association (Association) and Southern Oregon Bargaining Council (SOBC).

Lisa North

For the Association

10/13/26

Date

[Signature]

For the District

10/13/26

Date