Memorandum of Agreement

The following Memorandum of Agreement is hereby entered into by and between the Reynolds School District (District) and the Oregon School Employees Association (OSEA) for the purpose of modifying the 2017-18 member work year and compensation.

WHEREAS, the District and OSEA recognize the significant budget shortfall facing the District for the 2017-19 biennium; and

WHEREAS, the parties share a mutual interest in limiting, to the degree possible, the negative impacts related to reductions in force and programs for students;

THEREFORE, the District and OSEA agree to the following:

1. The District may reduce the 2017-2018 employee work year by up to ten (10) days. The potential ten (10) days that may be cut are as follows:

   2. Wednesday, November, 22, 2017
   3. Friday, December 15, 2017
   4. Tuesday, January 2, 2018
   5. Friday, February 2, 2018
   6. Friday, March 23, 2018
   7. Monday, April 2, 2018
   8. Friday, April 13, 2018
   9. Friday, May 25, 2018
   10. Wednesday, June 13, 2018
   11. Thursday, June 14, 2018

2. The District shall provide notice to OSEA and staff of the specific number and timing of days to be reduced by June 23, 2017.

4. Member salaries shall be reduced by an amount proportionate to the number of days reduced; i.e., an employee on a ten-month, 182 Day work calendar will have their pay reduced by 1/182nd for each day that is eliminated, with a maximum possible reduction of ten days.

5. The Reynolds School District recognizes the importance of restoring these ten (10) reduced days and therefore is committed to restoring one (1) day for each $500,000 the District receives from the state school fund allotment above the current projected state school fund allotment of $113,439,234.

For the District:

For OSEA:

_____

_____

Date: _____

Date: _____