

Memorandum of Agreement

The following Memorandum of Agreement shall be between the Reynolds School District (District) and the Reynolds Education Association (REA) to modify the 2017-18-unit member work year and compensation.

WHEREAS, the District and REA 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 REA agree to the following:

1. Notwithstanding the provisions of Article 7 – Employee Work Year, the District may reduce the 2017-2018-unit member work year by up to ten (10) days; these days shall be pupil-instruction days and shall not include the four (4) pupil evaluation days, the one (1) mid-year planning day, the one (1) conference prep day, the one (1) fall pre-instructional work day, or the one (1) summer post-instructional work day.
2. ~~The composition of the days to be reduced shall be mutually determined by the District and REA.~~ The potential ten (10) days that have been mutually agreed upon are as follows:
 1. Wednesday, November 22, 2017
 2. Friday, December 15, 2017
 3. Tuesday, January 2, 2018
 4. Friday, February 2, 2018
 5. Friday, March 23, 2018
 6. Monday, April 2, 2018
 7. Friday, April 13, 2018
 8. Friday, May 25, 2018
 9. Wednesday, June 13, 2018
 10. Thursday, June 14, 2018

~~Any days to be added back will start with number 8 (Friday, May 25, 2018) and then go in descending order from number 7 (Friday, April 13, 2018) to number 1 (Wednesday, November 22, 2017).~~

Any days to be added back, shall be added back in the following order:

1. Friday, May 25, 2018
2. Friday, April 13, 2018
3. Monday, April 2, 2018
4. Friday, March 23, 2018
5. Friday, February 2, 2018
6. Tuesday, January 2, 2018

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7. Friday, December 15, 2017
 8. Wednesday, November 22, 2017
 9. Wednesday, June 13, 2018
 10. Thursday, June 14, 2018
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3. Staff shall be notified of the specific number and timing of days to be reduced by June 23, 2017.

 4. All REA unit members shall have their salaries/pay reduced by an amount proportionate to the number of days reduced with a maximum possible reduction of ten (10) days; i.e., unit member pay shall be reduced by 1/186th for each day that is eliminated. ~~This reduction shall only apply if all District employees, including the superintendent and administration at all levels, share in this negative impact and have their salaries/pay reduced by an amount proportionate to the number of days reduced with a maximum possible reduction of ten (10) 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 **in additional revenue above projected amounts, net of charter school pass through dollars, that** the District receives from the state school fund allotment. ~~The state school fund "General Purpose Grant" for the Reynolds School District for the 2017-2019 biennium, as identified on the 2017-2018 State School Fund Estimate dated March 3, 2017 was \$111,266,481. If the Reynolds state school fund "General Purpose Grant" as identified on the latest 2017-2018 State School Fund Estimate prior to August 1, 2017, exceeds \$113,439,234, then for each additional \$500,000, net of charter school pass through dollars, the District shall restore one (1) day. Additionally, any cost savings due to snow days or other cost saving measures shall be applied towards the \$500,000 used to trigger the restoration of days.~~

For the District:

For REA:

Superintendent

REA President

Director of Human Resources

REA Bargaining Chair

Date: _____

Date: _____

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