

## Memorandum of Agreement

The following Memorandum of Agreement shall be between the Reynolds School District (District) and the Oregon School Employees Association (OSEA) to modify the 2017-18-unit 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

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
  7. Friday, December 15, 2017
  8. Wednesday, November 22, 2017
  9. Wednesday, June 13, 2018
  10. 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.
3. All OSEA 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., an employee on a ten-month, 182 Day work calendar will

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have their pay reduced by 1/182nd for each day that is eliminated, with a maximum possible reduction of ten days.

4. 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. 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.

For the District:

For OSEA:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
OSEA President

\_\_\_\_\_  
Director of Human Resources

\_\_\_\_\_  
OSEA Bargaining Chair

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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