

## 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 five (5) days. The potential five (5) days that may be cut are as follows:
  1. Wednesday, November 22, 2017
  2. Tuesday, January 2, 2018
  3. Friday, March 23, 2018
  4. Friday, June 15, 2018
  5. Monday, June 18, 2018

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

1. Tuesday, January 2, 2018
  2. Friday, March 23, 2018
  3. Wednesday, November 22, 2017
  4. Friday, June 15, 2018
  5. Monday, June 18, 2018
3. Staff shall be notified of the specific number and timing of days to be reduced by June 23, 2017.
4. 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 five (5) days; 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 five (5) days.
5. The Reynolds School District recognizes the importance of restoring these five (5) 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 September

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- 1, 2017, exceeds \$116,468,156, then for each additional \$500,000, net of charter school pass through dollars, the District shall restore one (1) day.
6. Salaries for bargaining unit members for 2017-18 shall remain as set forth in the 2016-17 salary schedule. However, should the Reynolds state school fund “General Purpose Grant” as identified as of September 1, 2017 State School Fund Estimate be at least \$385,000 or more in excess of \$119,468,156, the salary schedule for 2017-18 shall be increased by one-half percent (0.5%) effective July 1, 2017. In addition, all eligible bargaining unit members shall receive a step increase for 2017-18.
  7. The parties agree that by entering into this Memorandum they have completed bargaining for the 2017-18 salary schedule. All other terms and conditions of the collective bargaining agreement shall remain subject to bargaining pursuant to the current successor bargaining that the parties are engaged in.

For the District:

For OSEA:

\_\_\_\_\_  
Superintendent

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

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

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

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

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